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AGI-6339

COMMISSION ON THE STATUS OF WOMEN

AGENDAS AND MINUTES

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CITY AND COUNTY OF SAN FRANCISCO
COMMISSION ON THE STATUS OF WOMEN
1095 MARKET STREET, ROOM 505
SAN FRANCISCO, CA 94103
(415) 558-3653

AGENDA

Commission Meeting
State Building
350 McAllister Street, Room 1202

January 10, 1984
4:30 P.M.

****
* PLEASE NOTE NEW LOCATION *
****

I. CALL TO ORDER/ROLL CALL

II. MINUTES OF COMMISSION MEETING DECEMBER 13, 1983

III. PRESENTATIONS:

Kate Lambert, Women's Needs Center, Re: Request for use of Commission mailing list for fundraising purposes

IV. NOMINATIONS OF CHAIR AND VICE-CHAIR FOR FEBRUARY 14, 1984 THROUGH FEBRUARY 12, 1985

V. CORRESPONDENCE/STAFF REPORTS

VI. CHAIR'S REPORT

VII. COMMITTEE REPORTS:

A. Community Outreach Committee
B. Employment Committee
C. Domestic Violence Program Fund Committee
D. Rape Awareness, Prevention and Education Coalition
E. Legislative Committee

VIII. APPROVAL OF COMMISSIONER ABSENCES

X. OTHER BUSINESS:

Discussion of Commission Involement in Efforts to Prevent Nuclear Holocaust

XI. ANNOUNCEMENTS

XII. ADJOURNMENT

The next meeting of the Commission on the Status of Women will be held on February 14, 1984, 4:30 P.M. at the San Francisco Public Library Main Branch, Larkin & McAllister Streets, in the Lurie Room, first floor.

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CITY AND COUNTY OF SAN FRANCISCO
COMMISSION ON THE STATUS OF WOMEN
1095 MARKET STREET, ROOM 505
SAN FRANCISCO, CA 94103
(415) 558-3653

C A L E N D A R

DOMESTIC VIOLENCE PROGRAM FUND COMMITTEE MEETING 1095 Market Street, Room 509	January 12, 1984 12:00 Noon
SEXUAL HARASSMENT SUBCOMMITTEE MEETING 1095 Market Street, Room 509	January 20, 1984 12:00 Noon
LEGISLATIVE COMMITTEE MEETING 1095 Market Street, Room 509	January 25, 1984 12:00 Noon
R.A.P.E. COALITION MEETING 1095 Market Street, Room 509	February 7, 1984 12:00 Noon
COMMUNITY OUTREACH COMMITTEE MEETING State Building 350 McAllister Street, Room 1154	February 7, 1984 5:30 P.M.
FRIENDS OF THE COMMISSION ON THE STATUS OF WOMEN BOARD MEETING (please call Commission office for location)	February 7, 1984 6:15 P.M.
COMMISSION MEETING S.F. Public Library Main Branch Larkin & McAllister Streets Lurie Room, First Floor	February 14, 1984 4:30 P.M.

FOR INFORMATION ON THE ABOVE MEETINGS, PLEASE CALL THE COMMISSION OFFICE AT 558-3653.

ALL COMMISSION MEETINGS ARE FREE, OPEN TO THE PUBLIC, AND WHEELCHAIR ACCESSIBLE.

/jh

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CITY AND COUNTY OF SAN FRANCISCO
COMMISSION ON THE STATUS OF WOMEN
1095 MARKET STREET, ROOM 505
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MINUTES

Commission Meeting
350 McAllister Street, Room 1202

January 10, 1984
4:30 P.M.

I. CALL TO ORDER/ROLL CALL:

Commissioner Barbara Squires called the meeting to order.

COMMISSIONERS PRESENT: Brecka, Copeland, Eberth, Huie, Lathan, Martin, Sandlin, Squires, Owens

COMMISSIONERS ABSENT: Ramey

STAFF PRESENT: Jacquie Hale, Coordinator; Isabel Yrigoyen, Aide to Committees

OTHERS PRESENT: Karen Boutilier, Secretary/Member, Friends of the Commission Board of Directors; Stewart Bloom, Chair, Sexual Harassment Subcommittee; Kate Lambert, Director, Women's Needs Center; Christina M. Fisher, former COSW aide.

II. APPROVAL OF MINUTES OF COMMISSION MEETING DECEMBER 13, 1983:

M/S/C Brecka/Lathan to approve the minutes of the Commission meeting of December 13, 1983, as presented.

III. PRESENTATIONS:

Kate Lambert, Women's Needs Center:

Ms. Lambert explained that the Women's Needs Center is the nation's first free women's medical clinic providing services to over 5,000 low-income women per year for over ten years in the areas of gynecology, family planning, pregnancy testing, unplanned pregnancy counseling, colposcopy screening, and referrals. She noted that the Center was currently attempting to expand its funding base, which had recently experienced a cut of $33,000 from the State Office of Family Planning, its major source of support. She requested one-time use of the Commission's mailing list for use in the Center's upcoming fundraising campaign.

M/S/C Eberth/Martin to provide the Women's Needs Center with a copy of the Commission mailing list for one-time use in its fundraising campaign.

IV. NOMINATIONS FOR CHAIR AND VICE-CHAIR FOR FEBRUARY 14, 1984 THROUGH FEBRUARY 12, 1985:

Commissioner Squires noted that terms for Chair and Vice-Chair of the Commission would expire at the next Commission meeting, and opened nominations for Chair for the coming year. Commissioner Wiles nominated Commissioner Ramey for Chair; Commissioner Squires noted that as Commissioner Ramey was not present, her acceptance or declination of nomination would need to be postponed until the Commission's February meeting. Commissioner Martin nominated Commissioner Squires as Chair through April 1984, and Commissioner Ramey as Chair from May 1984 through January 1985, explaining that she understood that Commissioner Ramey would not be able to assume the chair until after April 1984. Commissioner Brecka nominated Commissioner Squires as Chair in the interim.

M/S/C Wiles/Brecka to close nominations for Chair.

Commissioner Squires then opened nominations for Vice-Chair. Commissioner Lathan nominated Commissioner Ramey as Vice-Chair; Commissioner Wiles nominated Commissioner Martin as Vice-Chair.

M/S/C Wiles/Brecka to close nominations for Vice-Chair.

V. CORRESPONDENCE/STAFF REPORTS:

Ms. Hale called the Commissioners' attention to two memoranda detailing the Commission's liaison schedule to Friends of the Commission Board of Directors meetings and locations of Commission meetings through July 1984. She then reported on the following items of correspondence received:

FROM: Family Service Agency of San Francisco, Developmental Services Department, Mainstreamed Outreach and Resources for Educators (MORE, request for letter of support to the U.S. Department of Education (no action taken due to deadline);

FROM: California Commission on the Status of Women, invitation to reception honoring newly appointed commissioners on January 17, 1984;

FROM: Chinese Newcomers Service Center, cover letter and flyers regarding services, particularly interpretation phone service (for more information call 421-0943);

FROM: Aurora Women's Political Institute, flyer and press release on its founding by Republican women and men;

FROM: Human Rights Commission, copy of resolution calling on the Board of Education to include discussion of "nuclear warfare" in school curricula; and a copy of a resolution endorsing the concept of a City Commission on Children, Youth and Families.

Ms. Hale then reported on the 1984-85 budget request process, detailing the budget issues she planned to present to the Mayor's Office with the approval of appointing officer Grant Mickins, director of the Human Rights Commission, on January 12, 1984. She noted that although the Commission's official budget would be submitted to the Controller's Office on February 2, 1984, at the same level of funding as for 1983-84 (per the Mayor's Office budget instructions), the budget issues would also be submitted for review by the Mayor's Office, which would be included in the final budget request sometime in April if approved by the Mayor. She also reported that she would work with Commissioner Lathan on the Commission's program performance assessment report of the first six months of 1983-84 under the Management by Objectives system, to be submitted to the Mayor's Office by January 26, 1984. She noted that she would also need to report to the Mayor's Office on the Commission's performance estimates for 1984-85 by February 1, 1984, which necessitated the drafting of an initial Management By Objectives plan for the upcoming fiscal year very soon. Some discussion followed.

M/S/C Copeland/Lathan to hold an Administrative Committee meeting on January 26, 1984, to establish goals for fiscal year 1984-85; for each committee chair to present these goals to her respective committees for review and comment; for each committee chair to report to the Administrative Committee on her committee's proposed plans for 1984-85; and for the Administrative Committee to submit to the full Commission a complete draft of the Commission's 1984-85 Management By Objectives plan on March 13, 1984.

Ms. Hale then reported that Anne Sessions, Administrative Aide, would be on leave for two weeks. She then outlined staff work on Commission projects, noting her appreciation of Ms. Yrigoyen's work on the December 8, 1983 seminar on sexual harassment in the workplace for City department heads, Ms. Session's work on staffing the Sexual Harassment Helpline, and Ms. Henderson's work on the Rape Awareness, Prevention and Education Coalition's exhibits and presentations in the Public Libraries.

VI. CHAIR'S REPORT:

Commissioner Squires reported on a letter from former Commissioner Donna Hitchens, who noted her appreciation of her commendation from the Commission and of the opportunity to serve on the Commission.

Commissioner Squires reported that she had recently met with both the Honolulu and Hawaii Commissions on the Status of Women, and encouraged other commissioners to meet with other city Commissions as they were able. She also noted that Commissioner Ramey and she had attended the most recent meeting of the Mayor's Women's Advisory Committee, upon which they would report at the upcoming Administrative Committee meeting. She noted that the film on which Commissioner Copeland had worked for several months, "Going International", was completed, congratulating Commissioner Copeland and urging her to show the film to commissioners if possible.

Commissioner Squires then reported that the Friends of the Commission would hold a "Third Annual Celebration of the San Francisco Woman" fundraising reception in fall, 1984, and urged commissioners to submit names of keynote speakers to the Friends. She also noted that she had been interviewed by KBLX radio, and would notify commissioners of the interview's air time when it was scheduled.

VII. COMMITTEE REPORTS:

Community Outreach Committee:

Commissioner Squires reported that there had been no Committee meeting in January; the Committee's next meeting would be February 7, 1984.

Employment Committee:

Commissioner Huie reported that bus posters for the Sexual Harassment Helpline had been printed and should be displayed on Muni buses soon. She reported that the Commission's supply of brochures for the Helpline was nearly exhausted and additional funds would be needed from the Friends of the Commission soon for reprintings. She noted she would discuss funding for this soon with Commissioner Ramey.

Commissioner Huie also reported that many evaluations of the December 8th seminar on sexual harassment in the workplace, given for City department heads, had been received; initial review indicated that those responding felt the seminar to be effective, expressing interest in further training, in receiving copies of the Sexual Harassment Helpline brochure and poster, and borrowing the film, "The Workplace Hustle." Some discussion followed.

Commissioner Huie then introduced Stewart Bloom, Chair of the Sexual Harassment Subcommittee; Mr. Bloom reported that recruiting of new counselors for the Sexual Harassment Helpline was under way, and requested the commissioners' assistance in recruitment. He noted that since the Helpline's inception in March 1983, at least 107 calls had been responded to by Helpline counselors. He noted that the number of calls received bore a direct relationship to the amount and timing of Helpline publicity. The number of calls would likely increase with the plans for increased publicity, necessitating the recruitment of more counselors to equitably and effectively respond to calls. He noted that plans for a second training of current and new counselors would be held on February 11, 1984, as well as plans for publicity and long-range Subcommittee activities. Commissioner Squires noted that an article might be written for the California Commission on the Status of Women's newsletter, California Women; Commissioner Huie agreed to coordinate submission of the article with Mr. Bloom.

Domestic Violence Program Fund Committee:

Commissioner Brecka reported that the Committee had met on January 12, 1984, to plan its evaluation and on-site visits to 1983-84 Fund recipients

and the funding cycle for 1984-85. She noted that requests for proposals for 1984-85 would be distributed soon, and deadline for receipt of proposals would be February 10, 1984. The Committee would then review proposals and make recommendations to the Commission regarding funding allocations at its meeting of March 13, 1984.

Commissioner Brecka noted that she had attended the January 19, 1984 meeting of the Victim/Witness Assistance Policy Board in lieu of Commissioner Sandlin.

Commissioner Brecka than reported that the State strip-searches bill will be redrafted and introduced by Senator Robert Presley. She reported that she knew of no plans to override the Governor's veto of Senator Presley's version of the bill, noting she would provide copies of letters to Senator Presley regarding his version of the bill at the January 26th Administrative Committee meeting.

Rape Awareness, Prevention, and Education Coaltion:
Commissioner Eberth noted that she had also attended the meeting of the Victim Witness Assistance Policy Board, at which she had been elected chair. She thanked Ms. Yrigoyen for her assistance in the drafting and distributing of minutes of the last Coalition meeting.

She then reported that the Coalition's efforts at increasing funds available to California rape crisis centers from the California Office of Criminal Justice Planning (OCJP) had been very successful; OCJP had agreed to change the percentage of monies allocated to rape crisis centers and child sexual abuse programs by 150%.

Commissioner Eberth then presented a reported prepared by Margaret Kemeny on current services provided to victims of child sexual abuse in San Francisco, and expressed her thanks and appreciation to Ms. Kemeny for her fine work. She noted that the report would be presented to the Mayor's Child Sexual Trauma Advisory Committee, which would use it as a starting point from which to improve services.

Commission Eberth then initiated brief discussion of a recent child sexual abuse case in Fairfield, California; she noted that the Coalition planned to write to the mother involved in the case, and would present a draft to the Commission for approval.

Commissioner Eberth also reported that she had recently been interviewed by KGO-TV on the issue of male sexual assault, which would air on February 10, 1984, at 7:00 P.M.

Legislative Committee:
Commissioner Martin noted copies in the commissioners' meeting packets of a report on Commission legislative action at its last meeting and supportive materials for her report.

She reported that Commissioner Brecka and Ms. Hale had testified before the State Senatre Judiciary Committee on December 15, 1983, in support of AB 1527, which would standardize child support awards throughout the State. She also reported that several commissioners and Friends of the Commission board members had met with Senator Milton Marks and Carolyn Marks to request support of: (1) insuring that block grant monies were distributed equitably to social service programs, especially to planned parenthood programs; (2) extending the age at which child sexual abuse victims may report; (3) passage of AB 1, prohibiting discrimination in employment on account of sexual preference.

She reported that the next meeting of the Committee would be held on January 25, 1984, to review bills of interest introduced in the new State legislative session and to lay plans for the coming year. She invited all commissioners to attend the meeting and/or to notify interested organizations they may work with to send representatives to that meeting. She also reported that the Committee was in the process of developing

Larkin and Leavenworth Streets

a directory of key organizations working on legislative issues of concern to women, to be distributed to listed organizations and those interested in their work.

Commissioner Martin reported that Senator Diane Watson had introduced a new bill requiring mandatory training of police officers to improve police response to domestic violence calls throughout California, by establishing procedural guidelines, noting that she would provide copies of the bill at the Commission's February meeting.

Commissioner Martin expressed her thanks to staff for their work on Committee projects, particularly to Ms. Yrigoyen and Shelley Henderson, graduate social work intern from San Francisco State University.

VIII. APPROVAL OF COMMISSIONER ABSENCES:

M/S/C Brecka/Sandlin to approve commissioner absences in accordance with Commission policy.

IX. OTHER BUSINESS:
Commissioner Squires noted the agenda item requested by absent Commissioner Ramey, noting that it would be postponed to the Commission meeting of February 14, 1984; there were no objections.

X. ANNOUNCEMENTS:
Commissioner Squires noted that a party for all committee members, commissioners, staff, Friends board members, and Womenews staff would be held on February 7, 1984, and urged all present to attend.

XI. ADJOURNMENT:

M/S/C Brecka/Sandlin to adjourn the meeting at 6:45 P.M.

JH:as&jh

Larkin and Fulton Streets

COMMISSION ON THE STATUS OF WOMEN

February 14, 1984

The Agenda of this meeting is missing.

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CITY AND COUNTY OF SAN FRANCISCO
COMMISSION ON THE STATUS OF WOMEN
1095 MARKET STREET, ROOM 505
SAN FRANCISCO, CA 94103
(415) 558-3653

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MINUTES

Commission Meeting
S.F. Public Library, Main Branch
Larkin and McAllister Streets
Lurie Room, First Floor

February 14, 1984
4:30 P.M.

I. CALL TO ORDER/ROLL CALL:
Commissioner Barbara Squires called the meeting to order.

COMMISSIONERS PRESENT: Brecka, Copeland, Eberth, Huie, Lathan, Martin, Owens, Ramey, Sandlin, Squires, Wiles

COMMISSIONERS ABSENT: none

STAFF PRESENT: Jacquie Hale, Coordinator; Isabel Yrigoyen, Aide to Committees; Anne Sessions, Administrative Aide; Shelley Henderson, S.F.S.U. graduate intern

OTHERS PRESENT: Melissa Moss, Mayor's Office; Casey Janis, DES Action, Barbara Monty, Professional Home Aides Program; Bobbie Barry, Gail Rosencrantz, Beyond War Project

II. APPROVAL OF MINUTES OF MEETING OF JANUARY 10, 1984:
Ms. Hale noted a correction to the minutes to reflect Commissioner Wiles in attendance in the "Call to Order/Roll Call" agenda item.

M/S/C Brecka/Copeland to approve the minutes of the Commission meeting of January 10, 1984, as presented, with corrections as noted.

III. PRESENTATIONS

A. CASEY JANIS, DES ACTION, COALITION FOR THE MEDICAL RIGHTS OF WOMEN:
Ms. Janis noted that thousands of women in the Bay Area have been exposed to the drug DES, which was given to pregnant women from 1941 to 1971 and now presented a severe health hazard to those women and their children. DES Action conducts an annual media campaign to alert the public to the dangers of DES exposure and what women can do to avoid endangering their health further. She asked that (1) the Commission provide its mailing list to DES Action for use in its campaign; (2) that the Commission participate in a press conference and allow its name to be used in a press release publicizing DES Awareness Month; (3) that the Commission display a poster on DES Awareness Month; and (4) that the Commission inform the Friends of the Commission of its support of DES Action in its request to the Friends to use and/or trade the WOMENEWS mailing list for its mailing list. Commissioner Eberth noted that DES Action had had a very extensive mailing list. She also noted that the California Office of Criminal Justice Planning Protocol advises the use of DES to prevent pregnancy in sexual assault cases, and suggested that Ms. Janis contact that office. Commissioner Brecka noted recent legislation proposed which would block the Supreme Court's decision regarding product liability which allowed those affected adversely by DES to sue its manufacturers. Commissioner Sandlin asked if DES Action was working with the American Cancer Society, and provided Ms. Janis with a contact person's name there, as well as offering to publicize DES awareness through Mission Neighborhood Health Center.

M/S/C Brecka/Eberth to provide DES Action of the Coalition for the Medical Rights of Women with a copy of the Commission's mailing list, to approve the inclusion of the Commission's name in publicity efforts for DES Awareness Month, to display a poster on DES Awareness Month, and to support its request to the Friends of the Commission for use and/or trade of the WOMENEWS mailing list with DES Action's mailing list.

B. BARBARA MONTY, RE: PROFESSIONAL HOME AIDES PROGRAM:
Ms. Monty noted that Far West Laboratory for Educational Research and Development had been sponsoring a unique and very successful program to train and place women as professional home aides. This program, whose clients are 95% minority women and 50% single heads of households, has placed over 200 women in stable, union jobs, and is now seeking to expand as a model program for the entire state, through a$93,000 grant from the Women's Educational Equity Act Program of the U.S. Department of Education. Ms. Monty asked that the Commission provide a letter of support for the Program's funding proposal which will soon be submitted to the Department.

Some discussion followed. Commissioner Squires noted that Commission policy required that requests from organizations for Commission support of their fundraising efforts be referred to an appropriate committee for recommendation to the Commission, but considering the program's proposal deadline, might be considered at this meeting upon a formal decision of the Commission.

M/S/C Owens/Brecka that the Commission consider providing a letter of support to Far West Laboratory for Educational Research and Development's proposal for funding under the Women's Educational Equity Act of the U.S. Department of Education to create a statewide model program to train and place women as professional home aides.

Commissioner Ramey noted that Edwin Sarsfield, director of the Department of Social Services, had suggested a similar program to the Commission in the past, and suggested that Ms. Monty contact his office and Mary Jaeger of the Friends of the Commission Board of Directors to inform them of the program.

M/S/C Martin/Owens that the Commission provide a letter of support to Far West Laboratory for Educational Research and Development's proposal for funding under the Women's Educational Equity Act of the U.S. Department of Education to create a statewide model program to train and place women as professional home aides.

C. GAIL ROSENCRANTZ, BOBBIE BARRY, BEYOND WAR PROJECT:
Ms. Rosencrantz noted that the Beyond War Project was the sole focus of the Creative Initiative Project, and that its primary goal is to re-educate society regarding the infeasibility of war in general and nuclear war in particular. She noted that the Project was interested in involving women in the decision-making processes involved in war and the preservation of life. She also noted that the Project had produced and had recently held a national convocation drawing 2,700 attendees after special orientation sessions on its work. She asked that the Commission appoint a committee to study the issue of war/nuclear war, and women's involvement.

Considerable discussion followed; it was decided by consensus that more discussion was needed, and would be taken up at the next meeting of the Administrative Committee for recommendation to the full Commission.

D. JANIE BALDWIN, SAN FRANCISCO WOMEN AGAINST RAPE:
Ms. Hale noted that she had placed Ms. Baldino on the agenda in response to her request for use of the Commission's mailing list, but had been unable to reach Ms. Baldino to notify her. Commissioner Eberth noted that the request had been made to use the mailing list in San Francisco Women Against Rape's current telephone fundraising campaign, and that she strongly supported the request.

M/S/C Ramey/Martin to provide the Commission's Mailing List to San Francisco Women Against Rape for use in its telephone fundraising campaign.

IV. ELECTIONS OF CHAIR AND VICE-CHAIR FOR FEBRUARY 14, 1984 — FEBRUARY 12, 1985
There was some discussion as to how to accommodate the availability of Commissioner Ramey as a nominee for chair, as she would be unavailable to serve until April 1984; it was decided by consensus to table the election of officers until the April 10, 1984 Commission meeting.

V. CORRESPONDENCE/STAFF REPORTS:

Ms. Hale reported on the following items of correspondence received.

FROM: Assemblyman Willie L. Brown, Jr., press release regarding appointment of Christine Curtis, president of California Women Lawyers and member of the Marin Commission on the Status of Women, to the new Statewide Task Force on Comparable Worth;

FROM: Mayor's Office of Housing and Community Development, letter announcing Home Improvement Loan Program and requesting help in publicizing program (for information call Clio Tarazi or Joe LaTorre at 558-2881;

FROM: Equal Rights Advocates, letter announcing its new project to increase and promote equality of economic opportunities for women of color;

FROM: National Women's History Week Project, order form for materials to celebrate National Women's History Week, March 4-10, 1984 (for more information contact the Project, P.O. Box 3716, Santa Rosa, CA 95402, (707) 526-5974)

FROM: Golden Gate University Admissions Office, letter requesting assistance in recruiting women students (for more information call Edward Tom or Vivian Walker at 442-7255);

FROM: Caltrans, directory of employment opportunities (for more information, call (916) 324-4816);

FROM: University of San Francisco Alumni Association, invitation letter to conference on "Power, Pay and Career Planning; Strategies for Success," April 12, 1984, presented by the Council of Advancement and Support of Education (for more information call Colleen Devlin at 752-6560);

FROM: PMS Self-Help Center, letter and information sheets on services. Ms. Hale explained that Norma Perke of the Center had contacted her to offer the Center's presentation on its services, which focus on the dissemination of information and health aides found helpful in the home treatment of premenstrual syndrome. Several commissioners expressed an interest in hearing the presentation; Ms. Hale noted that she would ask Ms. Perke to contact them.

Ms. Hale reported that the Commission's official budget for fiscal year 1984-85 had been submitted February 1, 1984, to the Controller's Office per the Mayor's Office budget instructions, which required that all City departments submit initial budget requests at the same level of funding as for fiscal year 1983-84. She noted that the Mayor's Office had informed her that an opportunity to discuss the budget issues the Commission had submitted in January would arise in April. She noted that she would also soon be submitting the Commission's request for a word processing system to DISPC, a special City committee designed to review and approve such requests. Ms. Hale also called attention to copies of a status report on the Commission's budget through the Friends of the Commission, showing a total of $3,457 spent of the originally approved $6,940, with $1,150 planned to be spent and $1,741 in unapproved expenses anticipated. Some discussions regarding corrections followed; Ms. Hale noted she would send revised copies of the report to the Commission and Friends Board.

Ms. Hale reported that she had submitted the Commission's Management By Objectives Program Performance Assessment report to the Mayor's Office in January 26, 1984, and thanked Commissioner Lathan for her help in preparing the report. She reported that she had also submitted the Commission's 1984-85 performance estimates, essentially a draft of the Commission's 1984-85 Management By Objectives plan.

She then reported that Christine Brockway, an undergraduate intern from San Francisco State University's Women's Studies Department, had volunteered to work on creating extensive publicity lists and reference systems. She extended her thanks to Ms. Yrigoyen and Ms. Sessions for their work on the February 11, 1984, training session for Sexual Harassment Helpline counselors, and to Ms. Henderson for her excellent work with the DVPT Coalition. Ms. Hale also called the commissioners' attention to a memorandum she had prepared for them outlining current staff responsibilities and assignments, and asked them to refer as needed. She noted that staff projects during the past month had focused on the

Management By Objectives plan, budget matters, the Domestic Violence Program Fund, legislative work, the Childcare Subcommittee, and the Sexual Harassment Helpline. She also noted that she had attended the Seventh Annual Conference of the Network of Services for Children, Youth, and Families, and reported on the progress of the Network's efforts to create a City commission on children, youth, and families.

VI. CHAIR'S REPORT:

Commissioner Squires reported that overall goals for the Commission's 1984-85 Management By Objectives plan had been proposed at the Administrative Committee's January 26th meeting, and asked the commissioners to review outlines of the goals included in their meeting packets for discussion under the Planning Committee's report. The date for the next meeting of the Committee was set for February 22, 1984, to further refine the plan.

She then called the commissioner's attention to a copy of a San Francisco Examiner interview with Carole Ward-Allen, president of the California Commission on the Status of Women, noting that she herself would be interviewed within the month by Mildred Hamilton of the Examiner. She noted that Ms. Hamilton had continually provided excellent reportage on women's issues and community leaders, and asked that the Commission send a special letter of appreciation for her work.

M/S/C Sandlin/Ramey to send a letter of appreciation to Mildred Hamilton of the San Francisco Examiner, for her outstanding coverage of issues and personalities of concern to women.

Commissioner Squires expressed her thanks on behalf of the Commission to Commissioner Ramey for the use of her home for a reception for all Commission Committee members, WOMENEWS staffmembers, Friends of the Commission Board members, commissioners and staff, and for a similar reception for Sexual Harassment Helpline counselors.

She noted that the Commission's liaison to the March 8, 1984, Friends of the Commission Board meeting would be Commissioner Fuie, and the liaison to the next meeting of the Victim Witness Assistance Program Advisory Board would be Commissioner Brecka.

Commissioner Squires noted the recent decision by the Third District Court of Appeals confirming its legislative work, and suggested that the Commission send that Commission a letter of congratulations.

M/S/C Martin/Ramey that the Commission send a letter to the California Commission on the Status of Women congratulating it on the decision of the Third District Court of Appeals to allow that Commission to continue its legislative advocacy work.

VII. COMMITTEE REPORTS:

A. EMPLOYMENT COMMITTEE:

Commissioner Ramey reported that Childcare Subcommittee member Kathleen Murray of the Childcare Law Project and she had met with Toby Rosenblatt, president of the City Planning Commission, to discuss the inclusion of provisions for quality affordable childcare in the City's Master Plan. Mr. Rosenblatt was very supportive of the Commission's proposals, and has assigned two Planning Commission staffmembers to address the issue.

Commissioner Ramey noted that the Human Rights Commission's proposed ordinance regarding legally mandated "set asides" for women and minority owned businesses contracting with the City would be considered by the Board of Supervisors at public hearings on February 28, 1984, at which she would testify on behalf of the Commission in support of the proposed ordinance.

Commissioner Ramey reported that Karen Snell of the law firm of Morrison and Foerster was drafting copy for the Childcare Subcommittee's brochure on salary reduction plans which increase employees' access to quality affordable childcare, and should be ready within two weeks, at which time she would forward it to the Community Outreach Committee to produce.

She reported that Elizabeth Towle, undergraduate intern from the

University of California at Berkeley's Political Science Department, and Susan Amato, a law student from Golden Gate University, would be reviewing work with Childcare Subcommittee member Marsha Berzon on preparing the Subcommittee's proposed study of leave and benefit policies affecting parent employees, and were now in the process of completing initial research and designing a questionnaire.

Commissioner Barey also noted that she was pleased to learn of Equal Rights Advocates' project regarding women of color, and planned to work with the law firm through the Employment Committee.

Commissioner Ramey noted a new committee was to be formed to negotiate with SEIU Local 400 regarding the issue of comparable worth in City and County employment, and that the Comparable Worth Subcommittee had submitted the names of two women knowledgeable in the field, Stephanie Wildman and Anne Peasley, as nominees. Committee selection will be made at the February 23rd meeting of the Board of Supervisors Rules and Legislation Committee. Commissioner Ramey noted that perhaps the Commission could also provide more information on the issue to the Mayor; Melissa Moss of the Mayor's Office commented that she was now in the process of researching nominees for a special committee the Mayor would appoint through her office to study the issue, one of whom would be Virginia Dean of the Comparable Worth Project. She also noted that the Mayor had appointed her chief budget staffperson to work on the issue, noting that she would appreciate as much information from the Commission as possible.

Commissioner Huie then reported that twenty-three responses to an evaluation questionnaire regarding the Commission's seminar on sexual harassment in the workplace for City departments had been received. Responses indicated that the seminar had been very valuable and well-received, and that the majority of departments would like further information and training. She noted that this would require re-printing of the Sexual Harassment Helpline brochure; some discussion followed.

M/S/C Ramey/Martin to re-allocate $200 from the Childcare Subcommittee's budget from the Friends of the Commission to the Sexual Harassment Subcommittee for re-printing of brochures on the Sexual Harassment Helpline.

Commissioner Huie also noted that she and Stewart Bloom, chair of the Sexual Harassment Subcommittee, had met with Oliver Storti of the Fire Department, who had requested that the Commission provide free training to the Department on sexual harassment. Commissioner Huie noted that she had informed Mr. Storti that the Commission's funds were severely limited and that this prohibited it from providing such services through staff or through hiring consultants, and suggested four consultants whom the Commission was acquainted with who provided such training for a fee. She noted that this appeared to be an ongoing problem for many City departments, and noted that she would be discussing ways in which City departments might obtain funding to provide this training.

P. DOMESTIC VIOLENCE PROGRAM FUND COMMITTEE:

Commissioner Brecka reported that the Committee continued its evaluation of 1983-84 Fund recipients with on-site visits to the programs on January 30, 1984. She noted that additional information was needed from La Casa de las Madres and a summary of the public hearing on domestic violence was being finished, and that she hoped to report to the Commission on the 1983-84 funding cycle at its next meeting.

She reported that proposals from La Casa de las Madres, WOMAN, Inc., and Asian Women's Legal Assistance had been received and would be reviewed by the Committee at its February 28, 1984, meeting, with a formal recommendation regarding 1984-85 funding allocations to be presented to the Commission at its meeting of March 13, 1984. She noted that the proposals would be evaluated with the following priorities in mind:

(1) the provision of safe shelter space that will enable women and their children to leave life-threatening situations;

(2) the provision of support services (counseling, drop-in center, crisis line, information and referral, and legal assistance to victims and their children) regardless of whether they have left the home;

City and County of San Francisco Commission on the Status of Women

"SEXUAL ASSAULT-WHAT YOU CAN DO ABOUT IT..."

EXHIBIT AND PROGRAM SCHEDULE

S.F. Public Library LOCATIONS	EXHIBIT DATES	PROGRAM DATES	
		ADULT	PARENT/CHILD
EXCELSIOR BRANCH 4400 Mission St.	March 1 thru April 11	Thursday, March 22, 7-8:30pm	Tuesday, March 27, 7-8:30pm
RICHMOND BRANCH 351 9th Avenue	April 12 thru May 23	Thursday, May 17, 7-8:30pm	Tuesday, May 22, 7-8:30pm
MISSION BRANCH 3359-24th Street	May 24 thru July 4	Thursday, June 21, 7-8:30pm, (Spanish/ English)	Tuesday, June 26, 7-8:30pm, (Spanish/ English)
MARINA BRANCH 1890 Chestnut St.	July 5 thru August 15	Tuesday, August 7, 7-8:30pm	-------
WEST PORTAL BRANCH 190 Lenox Way	August 16 thru Sept.26	Thursday, Sept. 20, 7-8:30pm	Tuesday, Sept. 25, 7-8:30pm
SUNSET BRANCH 1305-18th Avenue	Sept. 27 thru Nov. 7	Thursday, October 25, 7-8:30pm	-------
CHINATOWN BRANCH 1135 Powell St.	Nov. 8 thru Dec.19	Saturday, Dec. 8, 2:00pm, (Cantonese/ English)	-------

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(3) in the provision of services, special emphasis on specific populations, specifically: women and children of color; lesbians, the elderly, and the disabled.

Commissioner Brecka also reported that she had attended the most recent meeting of the Victim Witness Assistance Program Advisory Board. The Board discussed the establishment of a 24-hour hotline for victim witnesses to be funded by San Francisco Mental Health. The Board has sent a letter to that agency recommending that the hotline be located at the Victim Witness Assistance Program offices.

She also noted that Diane Zabarte-Christensen of Community United Against Violence (CUAV) had reported at that meeting that the Harvey Milk Birthday demonstration on Castro Street had been very peaceful, with good work done by CUAV's street monitors. CUAV is currently trying to obtain a TTY phone system to expand its services to the hearing impaired.

She also reported that efforts were now underway to allow the Superior Court to subpoena crime witnesses by mail as the Municipal Court now does, thus affording more protection to victim witnesses.

C. RAPE AWARENESS, PREVENTION & EDUCATION COALITION:

Commissioner Eberth reported that several Committee members had attended a special screening of the RPC program on sexual assault response and services in San Francisco held for District Attorney Arlo Smith and his staff at his offices. She also noted that she had been interviewed by KGO-TV's "Front Row Video" program on the issue of male sexual assault.

Commissioner Eberth reported that the report on the San Francisco child sexual abuse treatment system prepared by Margaret Kemeny had been presented to the Mayor's Child Sexual Trauma Advisory Committee and would form a starting point for the Children's Self-Help Project's continued work to study and improve the system.

She reported that the Asian Sexual Assault Committee had asked the Coalition to publish a resource booklet on sexual assault which it had drafted for the Asian community, which the Coalition had agreed to do.

Commissioner Eberth noted that the Committee was again working for the passage of Senate Bill 401, which would include the terms "duress, menace, or violence" in the legal definition of sexual assault, which had supposedly passed during the last session of the State legislature. She noted that there were approximately 200 victims of sexual assault in San Francisco who under the present legal definitions ("force or fear of self or others") were only able to lebally charge their assailants with "fraud." She noted that she would keep the Commission informed as to the bill's progress.

Shelley Henderson, graduate intern from San Francisco State University's School of Social Work Education, reported that the public education exhibits series being developed by the Committee would begin at the Excelsior Branch Library on March 1, 1984, and would continue at six other branch libraries throughout the City through December 19, 1984. She also reported that presentations by experts in the field on sexual assault and child sexual abuse would also be made at each branch.

D. LEGISLATIVE COMMITTEE:

Commissioner Martin called several pieces of legislation to the commissioners' attention for action:

Senate Bill 1364 (Watson), which would require an additional $5.00 to be collected in marriage license fees across the State to be placed in the Domestic Violence Program Fund for the support of local domestic violence programs, primarily shelters for battered women and their children. The Committee recommended that the Commission support this bill.

M/S/C Martin?Ramey to support Senate Bill 1364 and so notify the appropriate legislators.

Senate Bill 1472 (Watson), which would require the statewide training of police personnel in response to domestic violence cases and the development of guidelines for police departments' response to domestic violence. The Committee recommended that the Commission support this bill.

M/S/C Martin/Ramey to support Senate Bill 1472 and so notify appropriate legislators.

Assembly Bill 270 (Waters), which would prohibit strip searches on misdemeanor arrests. Commissioner Martin noted that this bill had been passed by the State Legislature and vetoed by Governor Deukmejian, and that an attempt to override this veto was currently underway. The Committee recommended that the Commission support this effort.

M/S/C Martin/Brecka to support Assembly Bill 270 and so notify appropriate legislators and Governor Deukmejian.

Senate Bill 709 (Montoya), which would require that special posters advising hospital employees of their rights not to paritipate in abortion procedures be displayed in hospitals across the State. Commissioner Martin noted that many such personnel laws and regulations governing hospital employees were now in effect which were not posted nor required by law to be posted. The Committee recommended that the Commission oppose this bill, with the provision that all hospital employees be adivsed of their full rights at the point of hiring.

M/S/C Martin/Ramey to oppose Senate Bill 709 and so notify appropriate legislators.

House Resolution 306 (Kennedy & Andrews), which would remove funding for federal food stamp programs from block grant monies, and require that separate allocations be made for these programs. The Committee recommended that the Commission support this bill.

M/S/C Martin?Sandlin to support House Resolution 306 and so notify the appropriate legislators.

Commissioner Martin also noted that Dr. John Lavoni had been nominated as Deputy Director of Health for the State Department of Public Health Services. She noted that Dr. Lavoni had vocally and strongly opposed women's right to choose abortion, and had no experience in either administration or public health. She recommended that the Commission oppose approval of his nomination.

M/S/C Martin/Sandlin to oppose the approval of the nomination of Dr. John Lavoni as Deputy Director of Health for the State Department of Public Health, and so notify Governor Deukmejian.

Commissioner Martin further reported that the Committee was developing an "Action Alert" newsletter on key pieces of local, state, and federal legislation and regulations, to be sent to a group of thirty to forty representatives of organizations identified as having a key role in increasing women's status through the legislative process. She noted that the first issue of the Action Alert would be published within the next two weeks, and that further funding for its publication would be included in the Committee's budget requests to the Friends of the Commission.

She noted that the next meeting of the Committee would be held on March 8, 1984, and encouraged commissioners to attend.

E. COMMUNITY OUTREACH COMMITTEE:

Commissioner Squires expressed her thanks on behalf of the Commission to Committee member Pamela Wilson, who continued to donate her outstanding talents as a graphic artist for the Commission's many publicity projects, including the Sexual Harassment Helpline bus poster, and for exhibits and flyers for the PAPE Coalition's library project. This gratitude was enthusiastically echoed by the entire Commission.

Commissioner Squires also noted that several new names for the Committee had been proposed at her request at the Committee's meeting of February 7th, Some discussion followed; Commissioner Squires noted that although the work of the Committee included extensive work with newspapers, television, and radio, as well as outreach to community organizations and the public, as the Committee continued to be commonly known as the "Publicity Committee," that name would formally continue.

F. PLANNING COMMITTEE:

Commissioner Copeland noted copies of an outline of the Commission's overall goals for 1984-85 included in the commissioners' meeting packets, noting several changes she had made to refine the goals for the Commission's 1984-85 Management By Objectives plan. She also noted that specific objectives, activities, performance measures, timelines, and budgets for each of these still needed to be developed soon, but suggested that the overall goals be adopted for this process to proceed.

M/S/C Copeland/Owens to accept the outline of the Commission's overall goals under the Managment By Objectives system for 1984-85 as presented.

Those goals as presented are as follows:

1. To increase the economic status of women, particularly:

   a. to decrese wage discrimination;

   b. to decrease sexual harassment (to improve management response to sexual harassment; to increase employees' abilities to stop sexual harassment and seek redress; to improve services to sexual harassment victims);

   c. to increase access to affordable childcare;

   d. to improve the economic status of AFDC recipients (including job training, childcare, and protection of current benefits);

2. To decrease the victiminzation of women, particularly:

   a. to increase prevention efforts, particularly with girls;

   b. to improve services to victims of sexual assault, child sexual abuse, and domestic violence;

   c. to increase ublic awareness of sexual assault, child sexual abuse, and domestic violence;

3. To increase the participation of women in setting local and state public policy, particularly:

   a. to increase women's access to information;

   b. to increase women's access to legislators;

4. To increase the economic status of minority women, particularly:

   a. to increase the participation of minority women in setting local and state public policy;

   b. to increase the Commission's interface with minority women's groups and become supportive of minority needs and existing minority organizations.

VIII. REPORTS OF THE COMMISSION LIAISON REPORT:

Commissioner Eberth reported on the February 9, 1984, meeting of the Friends of the Commission Board of Directors, at which plans for the Third Annual Celebration of the San Francisco Woman fundraising event, to be held in fall 1984, were discussed. She noted that she had emphasized to the Friends that they consider minority women as both potential "celebrities" for the event and to fill vancancies on the Board, and asked commissioners to forward their suggestions to Vickie Driver, president of the Board. She also noted that the Friends would begin viewing the films and videotapes owned by the Commission at its April 12, 1984, meeting.

Commissioner Eberth reported that the Friends had discussed the possibility of funding WOMENEWS through the Commission's City budget; Ms. Hale noted that this was still procedurally pssible, and that she would include this additional request in the Commission's 1984-85 budget request with the approval of Grant Mickins, appointing officer for the Commission, and the Commission. There was some discussion; it was decided to table further discussion until the next Administrative Committee meeting.

IX. OTHER BUSINESS:

Commissioner Sandlin distributed flyers on the Human Rights Commission's proposed ordinance regarding women and minority owned businesses contracting with the City, prepared by the Coalition for Economic Equity.

Commissioner Lathan noted an article sent to commissioners by staff on the feminization of poverty published by the Alliance Against Women's Oppression. She noted that the article was excellent in its attention to the issue as it affects minority women.

X. APPROVAL OF COMMISSIONER ABSENCES:

M/S/C/Ramey/Copeland to approve commissioner absences in accordance with Commission policy.

XI. ADJOURNMENT:

M/S/C Copeland/Ramey to adjourn the meeting at 6:45 P.M.

JH:as&jh

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ON THE STATUS OF WOMEN
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A G E N D A

Commission Meeting
S.F. Public Library, Main Branch
Larkin and McAllister Streets
Lurie Room, First Floor

March 13, 1984
4:30 P.M.

I. CALL TO ORDER/ROLL CALL

II. APPROVAL OF THE MINUTES OF FEBRUARY 14, 1984

III. PRESENTATIONS:

A. Helen Marte-Bautista, YWCA, re: 125th Anniversary Celebration of YWCA

B. Debra Friedland, Lyon-Martin Clinic, re: Endorsement of Blood Sister Blood Drive, May 12, 1984

IV. CORRESPONDENCE/STAFF REPORTS

V. CHAIR'S REPORT/ADMINISTRATIVE COMMITTEE REPORT

VI. COMMITTEE REPORTS:

A. Publicity Committee

B. Employment Committee

C. Domestic Violence Program Fund Committee

D. Rape Awareness, Prevention and Education Committee

E. Legislative Committee

VII. FRIENDS OF THE COMMISSION LIASON REPORT

VIII. YOUTH'S LIASON REPORT

IX. APPROVAL OF COMMISSIONER ABSENCES

X. OTHER BUSINESS

XI. ANNOUNCEMENTS

XII. ADJOURNMENT

The next meeting of the Commission on the Status of Women will be held on Tuesday, April 10, 1984, at 4:30 P.M. at the State Building, 350 McAllister Street, in Room 1202. For more information, please contact the Commission office at (415) 558-3053.

CITY AND COUNTY OF SAN FRANCISCO
COMMISSION ON THE STATUS OF WOMEN
1095 MARKET STREET, ROOM 505
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C A L E N D A R

Comparable Worth Subcommittee Meeting	March 12, 1984, 5:00 P.M. Golden Gate University 536 Mission Street, Room 253
Commission Meeting	March 13, 1984, 4:30 P.M. S.F. Public Library, Main Branch Larkin and McAlister Streets Lurie Room, First Floor
Administrative Committee Meeting	March 22, 1984, 5:30 P.M. (please call Commission office for location)
Domestic Violence Program Fund Committee Meeting	March 24, 1984, 12:00 Noon 1095 Market Street, Room 509
Rape Awareness, Prevention and Education Coalition Meeting	April 3, 1984, 12:00 Noon 1095 Market Street, Room 509
Publicity Committee Meeting	April 3, 1984, 5:30 P.M. S.F. Public Library, Main Branch Larkin and McAlister Streets Lurie Room, First Floor
Commission Meeting	April 10, 1984, 4:30 P.M. State Building 350 McAllister Street, Room 1200

For more information on any of the above meetings, please contact the Commission office at (415) 558-3653.

CITY AND COUNTY OF SAN FRANCISCO
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MINUTES

Commission Meeting
S.F. Public Library, Main Branch
Larkin and McAllister Streets
Lurie Room, First Floor

March 13, 1984
4:30 P.M.

I. CALL TO ORDER/ROLL CALL:
Commissioner Barbara Squires called the meeting to order.

COMMISSIONERS PRESENT: Brecka, Huie, Lathan, Martin, Owens, Squires, Wiles

COMMISSIONERS ABSENT: Copeland, Eberth, Ramey, Sandlin

STAFF PRESENT: Jacquie Hale, Coordinator; Isabel Yrigoyen, Aide to Committees

OTHERS PRESENT: Helen Marte-Bautista, YWCA, Debra Friedland, Lyon-Martin Women's Health Services; Deborah Kleinman, Irwin Memorial Blood Bank; Christine Brigliano, Child Care Law Center; Susan Bergesen, Chris Nunez, La Casa de las Madres; Toni Macante, Friends of the COSW; Elizabeth Miller.

II. APPROVAL OF MINUTES OF MEETING OF FEBRUARY 14, 1984:

M/S/C Brecka/Martin to approve the minutes of the Commission meeting of February 14,1984, as presented.

III. PRESENTATIONS

A. Helen Marte-Bautista, Chair, YWCA Board of Directors:

Ms. Marte-Bautista noted that the YWCA would be celebrating its 125th national anniversary the week of April 23-29, 1984, and was seeking 125 women to honor at a special event in September. She noted that the YWCA had been one of the most crucial women's organizations for many years, and had served women in San Francisco for over 100 years. She asked that the Commission: (1) submit names of potential honorees for the September celebration, (2) issue a special letter and proclamation in observance of the YWCA's 125th anniversary; and (3) request that the Mayor issue a similar proclamation. Commissioner Judith Brecka also noted that the YWCA had been instrumental in developing physical agility training programs for San Francisco women firefighters.

M/S/C Brecka/Wiles to endorse the 125th Anniversary Celebration of the YWCA and to ask Mayor Feinstein for a special proclamation declaring April 23-29, 1984, as "YWCA Week".

B. Debra Friedland, Lyon-Martin Women's Health Services:

Ms. Friedland noted her appearance before the Commission the preceding year to request support of Lyon-Martin's proposal to receive funding under the Jobs Bill, the receipt of which had enabled it to move to the Mission district, where it was serving increasingly more women from that area. She noted that the clinic, in cooperation with the Irwin Memorial Blood Bank, would soon conduct a "Blood Sisters" blood drive to encourage more women to become first-time blood donors and to begin a blood bank for low and moderate-income women.

She asked that the Commission: (1) endorse the blood drive, and (2) include a flyer on the blood drive in its next major mailing. She also noted that the clinic was encouraging competition between women's organizations to publicize the blood drive, and asked commissioners' suggestions as to other organizations which might include a flyer in their mailings. Commissioner Brecka volunteered to include the flyer in the next mailing for the Democratic Women's Forum.

M/S/C Martin/Owens that the Commission endorse Lyon-Martin Women's Health Services "Blood Sisters" blood drive, held in conjunction with the Irwin Memorial Blood Bank, Saturday, May 12, from 12 to 4 in the Women's Building, and include a publicity flyer for the drive in the next mailing of the Commission meeting minutes.

C. Christine Brigaliano, Childcare Center:

Ms. Brigaliano stated that the Hastings Childcare Center of U.C.-Hastings College of the Law had recently been awarded a grant in the amount of $141,060, with the stipulation that care would be provided for up to 50 children and that these children would be from the surrounding community as well as from the Hastings and Civic Center community. She noted that without this grant, the Center, which had struggled for over two years to secure funding with which to renovate the mezzanine area of the U.C.-Hastings College of the Law McAllister Tower building (used primarily for student housing) would have to close. She also noted Hastings' rent-free in-kind contribution of space to the Center provided its sole alternative childcare facility relocation, which the Center was required to find in order to comply with a State Department of Education order to move from its presently deteriorating facilities.

Receipt of these monies is contingent upon the approval of the Hastings Board of Directors, at whose last meeting Hasting's Dean Bert Prunty had recommended against approval of the grant's receipt, stating that the addition of 14 new children to the program would be "disruptive". Ms. Brigaliano noted that the Hastings Board would meet on March 16th to discuss the matter, and urged the Commission to write to the Board and Dean Prunty, asking them to approve the grant's receipt.

M/S/C Martin/Huie that the Commission write U.C.-Hastings College of the Law Board of Directors President Harold Dobbs and Dean Bert Prunty urging them to approve the Hastings Childcare Center's receipt of $141,060 from the Mayor's Office of Community Development to renovate the mezzanine area of the McAllister Tower Building.

On another matter, Ms. Brigaliano then explained that a 1981 federal district court decision in the case of Rush v. Obledo had changed the conditions under which State licensing inspectors could make "surprise" inspections of family daycare homes, inspections which were often disruptive to daycare providers' programs and privacy. The decision required that licensing inspections could only be made with a daycare provider's consent or warrant from an authorized judge. This case is currently under appeal; Ms. Brigaliano asked that the Commission allow its name to be used on an amicus brief being prepared in support of the 1981 decision.

M/S/C Martin/Eberth to refer to the next meeting of the Administrative Committee consideration of permission to use the Commission's name on an amicus brief being prepared in support of the 1981 decision of the federal district court in the case of Rush v. Obledo, concerning conditions under which inspections by the State licensing board of family daycare providers' homes might be performed.

IV. CORRESPONDENCE/STAFF REPORTS:

Ms. Hale reported on the following items of correspondence:

FROM: Mayor Dianne Feinstein, letter inviting comment from City department heads regarding a proposed charter amendment which would make substantial changes in the City's Civil Service Commission; Ms. Hale noted that she would consult with Commissioner Drucilla Pamey regarding her reply to the letter;

FROM: Nestle Coordination Center for Nutrition, Inc., letter requesting that COSW recall its participation in the long-standing boycott of Nestle products, with supporting materials; brief discussion followed; Commissioner Brecka offered to research the matter and make a recommendation to the Commission as to further action;

FROM: WOMAN, Inc., announcement of open house honoring Del Martin on April 26, 1984, 5:30 P.M. to 7:30 P.M.;

FROM: Beverly Fitzpatrick, copy of letter to Supervisor John Molinari regarding non-implementation of Board of Supervisors resolution supporting comparable pay for jobs of comparable worth in City and County employment;

FROM: San Francisco Women's Centers/Women's Building of the Bay Area, copy of annual report;

Continuing her staff report, Ms. Hale reported that the Commission had officially included its budget issues for 1984-85 in its budget request to the Mayor. She called attention to copies of a draft of the Commission's 1984-85 Management By Objectives (MBO) plan, and asked commissioners to develop performance measures, budgets, and timelines for each of their respective programs for the Administrative Committee meeting of March 22nd, so that it might be submitted to the Friends of the COSW as soon as possible. She also called attention to her earlier memorandum regarding staff assignments, and encouraged commissioners to refer to that memorandum when making requests of staff.

She reported that she had attended the San Francisco State University School of Social Work Education's first-year orientation to recruit interns for the 1984-85 academic year. She also reported that staff had provided information tables at celebrations of International Women's Day at the University of California-San Francisco and Union Square.

V. CHAIR'S REPORT

Commissioner Squires expressed her thanks to COSW intern Shelley Henderson for her fine work in coordinating the Rape Awareness, Prevention, and Education Coalition's exhibits and presentations on sexual assault and child sexual abuse in the San Francisco Public Library system, noting that the first of seven exhibits opened at the Excelsior Branch Library on March 1st, and would continue there through April 11th, with presentations on March 22nd and March 27th. The next exhibit will be at the Richmond Branch library April 12-May 23, with an adult sexual assault presentation on May 17th and a child sexual abuse presentation on May 22nd, both from 7:00 P.M. to 8:30 P.M.

Commissioner Squires noted Ms. Carmen Arbona's request to the COSW at its meeting of February 14, 1984, to include a request to fund publication of Womenews in its 1984-85 budget request. She noted that the matter had been discussed at length at the February 22, 1984, meeting of the Administrative Committee, from which had come a draft of a possible motion, copies of which she distributed to commissioners. A brief discussion followed.

M/S/C Brecka/Owens to adopt the following resolution:

RESOLVED, that although the Commission on the Status of Women supports the concept of Womenews as a publication on behalf of the Commission, in the view of the Commission there are not now available monies in either the Commission's City or Friends of the Commission budgets to support Womenews financially; and that

Members of the Womenews staff are to be highly commended for their dedicated and difficult work in publishing Womenews for the past two years; and that

The staff of Womenews be invited to join the Publicity Committee and use their fine writing talents to contribute further to the Commission's publicity and community outreach efforts; and that

The staff of Womenews be encouraged to write position papers, etc. addressing Commission priority issues, to be distributed with current Commission publications, such as the Legislative Committee's "Action Alert"; and that

The Commission support the efforts of the Womenews staff and Friends of the Commission to obtain funding for Womenews publication from private sources.

VI. COMMITTEE REPORTS:

A. Domestic Violence Program Fund Committee:

Commissioner Judith Brecka noted copies of the Committee's recommendation to the Commission regarding funding allocations for the 1984-85 Domestic Violence Program Fund cycle. She called attention to the

chronology of procedures which the Committee had followed to arrive at this recommendation, noting that all activities had been advanced one month in order to circumvent delays caused in previous years by conflicts with the Board of Supervisors' City budget hearings. She also noted that the Committee had conducted a public hearing on domestic violence on behalf of the Commission in October 1983, the purpose of which was to gather input on the subject of domestic violence services in general, and was not connected to the funding process.

She reported that proposals had been received from Asian Women's Legal Assistance, La Casa de las Madres, and Women Organized to Make Abuse Nonexistent, Inc., noting that Asian Women's Legal Assistance was unfortunately not qualified to receive monies from the Fund under its establishing legislation, as it provided only one of the several required services, i.e., legal assistance to battered women.

After lengthy evaluation and discussion of proposals received, the Committee had arrived at its recommendation based on the specifications of the Fund's establishing legislation and priorities set by the Committee focusing on: (1) the provision of safe shelter services; (2) the provision of support services; and (3) the provision of services to special populations. She noted that the Committee recommended that the Commission change its recommendation to the Mayor and Board of Supervisors this year, in order to recognize the outstanding improvement WOMAN, Inc. had shown in fundraising and organization during the past year and of its efforts to become self-sufficient through its newly-established fundraiser position. She noted that the total amount of available monies in the Fund amounted to approximately $80,000 annually, and that the Commission could expect to receive more grant proposals as more qualified agencies become established.

M/S/C Brecka/Nathan to accept the recommendation of the Domestic Violence Program Fund Committee regarding 1984-85 Fund allocations, that eighty-two and one half percent (82½%) of all available monies be allocated to La Casa de las Madres, and that seventeen and one half percent (17½%) of all available monies be allocated to Women Organized to Make Abuse Non-existent, Inc. (WOMAN, Inc.), and to so recommend to the Mayor, the Board of Supervisors, and the Civil Service Commission.

Commissioner Brecka also noted that the evaluation process for 1983-84 was being completed, and that final drafts of the Committee's evaluation reports should be available at the next Commission meeting.

D. Legislative Committee:

Commissioner Sue Martin distributed copies of a summary prepared by the Coalition for Economic Equity of the Human Rights Commission's proposed Minority-owned Business Enterprises/Women-owned Business Enterprises (MBE/WBE) ordinance, which would be considered by the Board of Supervisors at its March 16th meeting of the Rules and Legislation Committee. She also noted that few organizations had endorsed the ordinance itself, but rather its concept, and urged those present to inform the supervisors of their support of the legislation.

She reported that the Commission had sent a letter to Mayor Feinstein supporting partial funding in the amount of $55,000 for the Women's Alcohol Coalition through the Department of Public Health Community Substance Abuse Program. She noted that the proposal was receiving wide support from women's organizations, in recognition of the great need for residential alcohol treatment programs for women and children in San Francisco.

Commissioner Martin then reported on the following legislation:

Assembly Bill 1 (Agnos), which would prohibit discrimination in employment based on sexual preference. The Committee recommended that the Commission strongly support this bill, and so informed appropriate legislators and Governor Deukmejian, who vetoed the bill.

Assembly Bill 270 (Waters), which would prohibit strip searches on misdemeanor arrests. The Commission had supported this bill, and so notified appropriate legislators and Governor Deukmejian, with whom an amended version of the bill was waiting for signature. Supporters of the bill may call (916) 445-2841 to express their support.

Assembly Bill 2440 (Waters), which would allow MediCal payments for reconstructive surgery following a masectomy. The Committee recommended that the Commission support this bill, which would remove such surgery from MediCal's "cosmetic surgery" designation.

M/S/C Martin/Squires to support Assembly Bill 2440 and so notify the appropriate legislators and Governor Deukmejian.

Nursing Home Patients' Protection Act of 1984, a package of bills designed to protect the clients of nursing homes. The Committee recommended that the Commission support the package.

M/S/C Martin/Squires to endorse and support the Nursing Home Patients' Protection Act of 1984, and so notify the appropriate legislators and Governor Deukmejian.

Senate Resolution 306 (Kennedy and Andrews), which would insure that food stamps and other nutrition programs are not included in the block grant system. The Committee and the Food Law Center recommended that the Commission support this resolution.

M/S/C Martin/Lathan to support Senate Resolution 306 and so notify the appropriate legislators.

Commissioner Martin then reported that the U.C.-Hastings College of the Law Board of Directors had rejected its students' choice of commencement speaker for 1984, former Hastings professor Eva Jefferson Paterson, stating that Ms. Paterson was not "prominent" enough to serve as speaker.

M/S/C Martin/Lathan that the Commission write to the U.C.-Hastings College of the Law Board of Directors and Dean Bert Prunty, expressing its shock at that Board's rejection of Eva Jefferson Paterson as its 1984 commencement speaker and recommending that they re-consider the decision and invite Ms. Paterson to speak.

M/S/C Squires/Owens that this letter be written by Commissioners Brecka and Ramey.

C. Publicity Committee

Commissioner Barbara Squires noted that though the Committee had not met in March, it currently planned to begin a media campaign to publicize the Sexual Harassment Helpline (863-SHHH) at its April 3rd meeting. She expressed her thanks on behalf of the Commission to Committee member Pam Wilson for her excellent graphics work on the legislative Committee's "Action Alert" bulletin. She also reported that press releases and public service announcements had been distributed to publicize the Rape Awareness, Prevention and Education Coalition's library exhibits and presentations series. She noted that Comparable Worth Subcommittee member Nella Mincberg and Virginia Dean would also be willing to make a special presentation to Mayor Feinstein on the subject of comparable worth.

D. Comparable Worth Committee:

Commissioner Squires welcomed Commissioner Juanita Owens as the new chair of this committee. Commissioner Squires noted that in lieu of a comprehensive Employment Committee with three subcommittees, the Employment Committee as such had been disbanded, and each subcommittee would become a full committee, each with a member of the Commission as chair.

Commissioner Owens noted that she had attended her first meeting of the Comparable Worth Committee on March 12th, at which she had [illegible]

the chair with former Subcommittee chair Barbara Rhine and Gail Armstrong serving as co-chairs. She noted that the Committee had made new plans for 1984-85 to publish and disseminate a fact sheet on comparable worth and to provide input to the various City groups addressing the issue. She noted that the next meeting of the Committee would be held on April 9th.

She expressed her thanks to former Employment Committee chair Commissioner Drucilla Ramey and former Comparable Worth Subcommittee co-chair Nella Nincberg for their excellent and dedicated work on the issue.

E. Rape Awareness, Prevention and Education Coalition:

In Commissioner Linda Eberth's absence, Ms. Yrigoyen distributed copies of the Coalition's new brochure listing resources on sexual assault and child sexual abuse in San Francisco and photographs taken by Stewart Bloom of the Coalition's exhibit currently at the Excelsior Branch of the Public Library.

Ms. Yrigoyen also reported that at the last meeting of the Coalition, Sandra Aseltine of San Francisco Women Against Rape had presented a letter from Coalition member Maria Cora, which expressed Ms. Cora's anger at not being listed as providing the Spanish translation of the Coalition's brochure and stated that the effect of this omission she perceived as racism. Ms. Yrigoyen noted that she and the Coalition members present at that meeting were very concerned about Ms. Cora's letter, and had invited her to attend the next meeting of the Coalition to discuss the matter, noting that she and/or Commissioner Linda Eberth would report to the Commission at the next Commission meeting.

VII. FRIENDS OF THE COMMISSION LIASON REPORT:

Toni Macante of the Friends of the COSW Board of Directors reported that Jeanne Dea of the Friends Board was drafting a letter to be sent to potential honorees for the Friends' fall 1984 fundraising event, and in invited commissioners to forward their suggestions regarding honorees to the Friends Board. Ms. Macante also noted that rental of the City Hall rotunda for this event would be very expensive; Ms. Hale offered to inquire as to ways the rental fee might be waived.

VIII. APPROVAL OF COMMISSIONER ABSENCES:

M/S/C Lathan/Ruiz to approve commissioner absences in accordance with Commission policy.

IX. ANNOUNCEMENTS:

Commissioner Owens noted that she had been successful in securing an exhibit celebrating National Women's History Week in the lobby of the Community Colleges District administrative building.

X. ADJOURNMENT:

M/S/C Brecka/Martin to adjourn the meeting at 6:30 P.M.

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COMMISSION ON THE STATUS OF WOMEN

April 10, 1984

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CITY AND COUNTY OF SAN FRANCISCO
COMMISSION ON THE STATUS OF WOMEN
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MAY 21 1984

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MINUTES

Commission Meeting
State Building, Room 1200
350 McAllister Street
San Francisco, CA

April 10, 1984
4:30 P.M.

I. CALL TO ORDER/ROLL CALL:

Commissioner Barbara Squires called the meeting to order.

COMMISSIONERS PRESENT: Brecka, Copeland, Eberth, Huie, Lathan, Owens, Ramey, Sandlin, Squires.

COMMISSIONERS ABSENT: Martin, Wiles

STAFF PRESENT: Jacquie Hale, Coordinator; Isabel Yrigoyen, Aide to Committies; Anne Sessions, Admin. Aide; Christine Brockway, SFSU Intern

OTHERS PRESENT: Shanaz Taplin, Planned Parenthood; Charlotte Washington, Youth for Service; Amy Levine, UCSF Women's Center; Toni Macante, Friends of the COSW; Terrye Ivy, Rochel Karp, S.F. Police Department Community Relations

II. APPROVAL OF MINUTES OF MEETING OF MARCH 13, 1984:

M/S/C Brecka/Eberth to approve the minutes of the Commission meeting of March 13, 1984, as presented.

III. A. Charlotte Washington, Youth for Service:

Ms. Washington, an employment development counselor, described Youth for Service's phototypesetting training program, which addresses the needs of young minority women for training for good jobs. She noted that phototypesetters are typically well-paid, with salaries ranging from $5.00 an hour for beginners to $20.00 an hour for the experienced. The first 90-day training cycle has begun, but there are still openings in the second training cycle, scheduled to begin in August. No subsidy is offered while training, but childcare and transportation can be provided. The age limit of participants has been extended to 30, and the August enrollment is open to all young people. Ms. Washington asked the Commission to assist in publicizing the program, and invited them to refer potential candidates to her.

M/S/C Eberth/Huie to provide the COSW mailing list to Youth for Service for use in publicizing its phototypesetting training program for young women.

B. Shanaz Taplin, Planned Parenthood:

Ms. Taplin, director of public affairs and information for Planned Parenthood, spoke of her concerns regarding the Public Health Block Grant monies and their effects on family planning. She said that the Governor has set aside only $29 million for family planning this year, while last year the Governor at first allocated $39 million in the budget for this service, then vetoed it, even though the State then had a surplus. She pointed out that 50% of the women who need this assistance are women with low incomes and/or teenagers, who are unable to pay for family planning services.

Ms. Taplin urged the Commission to write letters individually and as a body to Assemblyman Agnos, asking him to work to increase appropriations to at least what they were a year ago ($39 million). She offered a fact sheet on family planning describing its cost-effectiveness, for use in supporting State funding for family planning services.

Ms. Yrigoyen agreed to draft such a letter for the COSW; there were no objections.

C. Amy Levine, UCSF Women's Center:

Ms. Levine, director of the new Women's Resource Center at U.C. Medical Center, spoke to the Commission of her discovery that many women's groups frequently did not have the opportunity to exchange information with one another. She suggested the establishment of a coalition or network of women's resource centers in San Francisco and the Bay Area. She asked that the Commission initiate the organization of such a network as part of its overall program, since she felt an umbrella organization was needed to coordinate such efforts.

Some discussion followed regarding the Commission's proposed role and its available resources to establish such a network. There was clear consensus among the Commissioners as to the need and value of a network of women's resource centers and organizations and the need for more details as to what its development would require. Commissioner Squires commended Ms. Levine for her efforts to develop such a network.

Ms. Levine advised the Commission that a meeting of potential network members would be held on May 7th; Ms. Hale agreed to attend the meeting to represent the Commission. It was agreed that further discussion of the Commission's involvement would be referred to the next meeting of the Administrative Committee for recommendation to the full Commission.

IV. ELECTIONS

Commissioner Squires noted that nominations for chair and vice-chair were on the floor from the February 14, 1984, Commission meeting, as follows:

Chair: Commissioner Drucilla Stender Ramey

Vice-Chair: Commissioner Sue Martin

Commissioner Drucilla Stender Ramey

Commissioner Squires then re-opened nominations for chair; there were none.

M/S/C Sandlin/Copeland to close nominations for chair.

Commissioner Squires then re-opened nominations for vice-chair. Commissioner Eberth nominated Commissioner Dorothy Lathan, who accepted.

M/S/C Copeland/Sandlin to close nominations for vice-chair.

Commissioner Squires then directed commissioners to complete ballot forms included in their meeting packets. Ms. Hale then collected and tabulated the votes, and announced that Commissioner Drucilla Stender Ramey had been elected as chair and Commissioner Dorothy Lathan had been elected as vice-chair. All offered their congratulations.

V. CORRESPONDENCE/STAFF REPORTS:

Ms. Hale reported that:

Mayor Feinstein approved all of the COSW's 1984-85 budget requests.

V. CORRESPONDENCE/STAFF REPORTS (continued)

as follows:

* upgrade of the COSW's Specialist II position to an Affirmative Action Officer position;

* upgrade of the COSW's Clerk Typist position to a Senior Clerk Typist position;

* addition of $6,000 for printing services;

* purchase of a word processing workstation;

* $75,000 to La Casa de las Madres, to be administered by the COSW.

She reported that the COSW's budget request now goes to the Board of Supervisors for their consideration in June.

She then introduced Christine Brockway, COSW intern from SFSU's Women's Studies department, who has been compiling an extensive series of publicity lists for the COSW. Ms. Hale thanked Ms. Brockway for her tireless work, and complimented her on the quality and comprehensiveness of the resources she had developed.

Ms. Hale noted that "Thicke of the Night", a late-night television talk show program, had as its guest on April 9th Dr. Joy Brown, discussing harassment on the job, based on materials provided by COSW. Commissioner Squires had the program recorded on videotape and will show it at a later date.

Commissioner Ramey announced that Mildred Hamilton was writing an article on comparable worth, to be published in the San Francisco Examiner in late April.

Ms. Hale then reported on the following items of correspondence received.

FROM: California Commission on the Status of Women, various fact sheets on California women, childcare, sexual assault, etc.;

FROM: Lesbian/Gay Freedom Day Committee, registration form for parade contingent/information booth;

M/S/C Owens/Ramey that the COSW register for an information booth at the 1984 Lesbian/Gay Freedom Day Parade, and so request $25.00 for registration fees from the Friends of the COSW;

FROM: Women's Initiatives, letter requesting publicity for May 10 rally at Civic Center, 12:00 P.M. to 3:00 P.M., calling for nuclear disarmament;

FROM: Project on Poverty, Justice and Equality, letter regarding two colloquia and a statewide public forum on June 16 on poverty in California and America, Stanford University;

FROM: Sheriff's Office, press release regarding 1984 recruitment drive for deputy sheriffs, which processed 3,500 applicants and distributed information to over 2,200 people at City Hall, 78% of whom were minorities and women.

Ms. Hale noted that the type of requests for information, referral and assistance from the COSW staff had required more extensive staff work than usual since January, noting in particular the COSW's increasing role in "providing assistance as appropriate" to City employees and applicants for City employment under the City's ordinance prohibiting sexual harassment, which required more comprehensive monitoring and investigation than "routine" requests for information and referral.

VI. CHAIR'S REPORT/ADMINISTRATIVE

Commissioner Squires expressed her appreciation to the members of the Commission and staff for their support and hard work during her tenure as chair. On behalf of the Commission, Commissioner Ramey presented Commissioners Squires and Copeland with gifts in appreciation for their leadership as chair and vice-chair.

Commissioner Squires reported that she would meet with members of the French Consulate and the French National Women's Rights representative. Commissioner Squires also noted she had expressed her concern regarding Muni drivers using Sexual Harassment Helpline bus posters as sunshades in Muni coaches to Harold Geissenheimer at Muni, and had suggested that perhaps this area behind Muni coaches' drivers' seats might be sold as advertising space, which Mr. Geissenheimer agreed to investigate.

Commissioner Squires asked Ms. Hale to reserve the meeting room for all future Commission meetings, if possible, with the support of the Commission. Commissioner Squires also asked Ms. Hale to write a letter of thanks to Louise Davies, for her support of the Friends of the COSW's fall fundraising event.

Commissioner Ramey requested that a letter of appreciation be sent to Eva Jefferson Patterson for her work in support of the recently-passed MBE/WBE ordinance. Response was enthusiastic; Ms. Hale suggested that Ms. Patterson and Aileen Hernandez be considered as potential honorees by the Friends of the COSW at their fall fundraiser.-

Commissioner Sue Martin requested through Commissioner Squires that a letter of condolence be sent to Mrs. Patrick Shannon, in praise of her late husband's work against domestic violence as deputy police chief.

Commissioner Ramey reported that the Administrative Committee had met and discussed the Commission's 1984-85 Management By Objectives plan, copies of which were included in the commissioners' meeting packets.

M/S/C Brecka/Copeland to approve the Commission's 1984-85 Management By Objectives plan as presented.

Commissioner Ramey reported that although consideration of whether the Commission would lend its name to an amicus brief in support of the 1981 decision of the Federal District Court in the case of Rush v. Obledo, which required family daycare licensing inspectors to obtain the daycare provider's consent or an inspection warrant before performing an inspection, had been referred to the Administrative Committee, time constraints had necessitated a decision before the Committee's meeting of March 22nd. She had taken the liberty of giving permission on behalf of the Commission to use the Commission's name. She remarked that although the safety and well-being of children in family daycare was of prime importance, much of the State's briefs supporting "surprise" visits by licensing inspectors to family daycare homes seemed to call into question not only the providers' rights to privacy, but the appropriateness of parents' placing their children in childcare. There were no objections.

VII. COMMITTEE REPORTS

A. Planning Committee:

A final draft of the COSW's 1984-85 MBO plan was then distributed to the Commissioners; after review and brief discussion, it was:

M/S/C Brecka/Copeland to approve the COSW's 1984-85 Management By Objectives plan as presented.

Commissioners emphasized the need to keep all women's organizations in San Francisco informed of Commission activities and to solicit presentations and participation from any and all women's groups.

B. Childcare Committee

Commissioner Ramey commented that the Coalition for Rincon Annex Childcare (CRAC), which is working on the allocation of space in Rincon Annex for use as a downtown childcare center, had been amazingly effective. They had contacted the four developers selected for final consideration by the U.S. Postal Service and received positive responses from two; she urged commissioners and supporters to send letters to the Postal Service urging it to include childcare plans in considering contract awards for the building. She also noted that a Reagan administration representative had formally supported CRAC's proposal to the Postal Service.

C. Comparable Worth

Commissioner Owens reported that Commissioner Ramey had prepared a brief position paper on comparable worth for Mayor Feinstein at the Mayor's request. Brief discussion followed.

Commissioner Owens reported that the Committee's first major project would be to publish a fact sheet on comparable worth, scheduled for distribution in June. The Committee is currently collecting statistics; Commissioner Owens asked the Commission's assistance in forwarding to her any relevant information. She stressed that comparable worth is a very important issue for women and for the Commission as a whole, requiring the support of all commissioners. Brief discussion followed. The next meeting of the Comparable Worth Committee is May 7.

D. Sexual Harassment Committee:

Commissioner Huie reported that Commissioner Owens, Stewart Bloom, Ms. Yrigoyen and she would meet with San Francisco Community Colleges District Vice Chancellor Nancy Swadish to discuss the feasibility of the COSW conducting a management training workshop on sexual harassment for the District.

She also reported that Ms. Yrigoyen and she had been conducting outreach to increase the minority representation on the Committee, and that two potential members would attend its next meeting on May 2.

E. Domestic Violence Program Fund Committee:

Commissioner Brecka reported that the Committee would be improving its evaluation system for contractors, noting that there would be closer supervision of the General Funds monies awarded to La Casa de las Madres. A meeting with Jerry [redacted] Schwartzbach of La Casa's Board of Directors was scheduled to discuss ways the Commission can work with La Casa on expanding their fundraising efforts, improving planning and other activities.

Ms. Hale noted that the Committee's efforts to schedule the Domestic Violence Program Fund cycle earlier each year to avoid delays caused by conflicts with the City's budget process had been so successful that, at the suggestion of the Mayor's and Controller's Offices, requests for approval of Commission recommendation/Fund monies to the Board of Supervisors would be made in conjunction with the COSW's yearly budget request. She noted that this should create no further delays, as she expected Fund monies to be exempt from interim budget period requirements.

F. Rape Awareness, Prevention, and Education Coalition:

Commissioner Eberth announced that staff member Isabel Yrigoyen had been appointed the new co-chair of the Coalition. The Coalition also is considering changing its name to the Sexual and Domestic Violence Committee in order to expand to include members from the domestic violence field. She announced a new Coalition policy of crediting translators and volunteers and in general rewarding through public acknowledgement all contributions and skills donated to the committee's projects.

She reported that Senator Milton Marks' office had contacted her for help in organizing a "Stop Rape Day", noting that she had agreed to provide some suggestions but had informed them that COSW staff support was very limited. Commissioner Eberth also reported that the Coalition was continuing its efforts in support of Senate Bill 101, which would add "menace" and "duress" to the language defining sexual assault.

G. Legislative Committee:

In Commissioner Martin's absence, Ms. Yrigoyen reported that the Committee had sent several letters to the Mayor on the Community Development Block Grant Funds urging more support of women's programs, such as the Women's Alsohol Coalition's proposed residential treatment center.

Ms. Yrigoyen also reported that Assembly Bill 1, which would prohibit discrimination in employment based on sexual preference, was vetoed by the Governor.

H. Publicity Committee:

Commissioner Squires reported that the Committee was beginning to recruit new members, and would continue the COSW Speaker's Bureau. She asked for any suggestions regarding organizations who might be interested in hearing commissioners speak either on the COSW or individual areas of expertise.

She especially thanked Ms. Brockway for her development of the COSW's media lists, and invited her to join the Committee.

VIII. FRIENDS OF THE COMMISSION LIAISON REPORT

Toni Macante reported on the Friends' April 9 meeting, at which two new members were welcomed, Julie Anderson and Yvonne Clearwater. She reported that the Friends' treasurer, Mary Wohlford, reported a total of $8,309 on hand, with $1,359 spent for Sexual Harassment Helpline brochures, and for materials and services for the public library exhibits on sexual assault.

She reported that Louise Davies had agreed to sign a letter inviting guest speakers to the fall fundraiser. She noted that the Friends were encouraging women of color to join the Friends board.

Some discussion followed regarding the fall fundraiser.

IX. APPROVAL OF COMMISSIONER ABSENCES

M/S/C Ramey/Owens to approve commissioner absences in accordance with Commission policy.

X. ADJOURNMENT

M/S/C Copeland/Eberth to adjourn the meeting at 7:00 P.M.

SAN FRANCISCO COMMISSION
ON THE STATUS OF WOMEN
1095 MARKET ST., STE. 50[illegible]
SAN FRANCISCO, CA 94103

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COMMISSION ON THE STATUS OF WOMEN

May 8, 1984

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1. CALL TO ORDER/ROLL CALL

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CITY AND COUNTY OF SAN FRANCISCO
COMMISSION ON THE STATUS OF WOMEN
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SAN FRANCISCO, CA 94103
(415) 558-3653

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C A L E N D A R

Commission Meeting	May 8, 1984, 4:30 P.M. State Building 350 McAllister Street Room 1200
Informational Presentation on Sexual Assault	May 17, 1984, 7:00 P.M. Richmond Branch S.F. Public Library 351 - 9th Avenue
Informational Presentation on Child Sexual Abuse	May 22, 1984, 7:00 P.M. Richmond Branch S.F. Public Library 351 - 9th Avenue
1984 Election Year Community Meeting	May 23, 1984, 6:00 P.M. S.F. Community Colleges District Auditorium 33 Gough Street
Rape Awareness, Prevention and Education Coalition Meeting	June 5, 1984, 12:00 P.M. 1095 Market Street Room 509
Publicity Committee Meeting	June 5, 1984, 5:30 P.M. State Building 350 McAllister Street Room 1154
Commission Meeting	June 12, 1984, 4:30 P.M. S.F. Public Library Main Branch Larkin and McAllister Lurie Room, First Floor

For more information on any of the above meetings, please contact the Commission office at (415) 558-3653.

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COMMISSION ON THE STATUS OF WOMEN
1095 MARKET STREET, ROOM 505
SAN FRANCISCO, CA 94103
(415) 558-3653

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JUN 19 1984

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MINUTES

Commission Meeting
State Building
350 McAllister Street, Room 1200

May 8, 1984
4:30 P.M.

I. CALL TO ORDER/ROLL CALL:
Commissioner Drucilla Ramey called the meeting to order.

COMMISSIONERS PRESENT: Brecka, Huie, Martin, Owens, Ramey, Sandlin[illegible], Squires, Wiles

COMMISSIONERS ABSENT: Copeland, Eberth, Lathan

STAFF PRESENT: Jacquie Hale, Coordinator; Isabel Yrigoyen, Aide to Committees; Anne Sessions, Administrative Aide; Shelley Henderson, SFSU intern; Christine Brockway, SFSU intern

OTHERS PRESENT: Jennie Rodriguez, Manolo Gonzales, Good Samaritan Community Center Women's Refugee Program; Al Williams, Jesse Jackson for President Campaign; Gretta Hicks, Marcia Smolens, Bay Area Teleguide; Mary Etta Ruley

II. APPROVAL OF MINUTES OF APRIL 10, 1984:

M/S/C Squires/Martin to approve the minutes of the Commission meeting of April 10, 1984, as presented.

III. PRESENTATIONS:

Jennie Rodriguez/Manolo Gonzales, Good Samaritan Community Center:
Ms. Rodriguez requested endorsement of the Center's proposal in the amount of $30,000 to the Mayor's Office of Community Development under Community Development Block Grant funds. The program would provide training for refugee women in starting their own businesses or in finding jobs, through a series of three-month programs enrolling thirty women each.

Some discussion followed regarding the program's recruitment efforts, requirements, and networking efforts. Consideration of the request for endorsement was referred by consensus to the Domestic Violence Program Fund Committee for recommendation to the full Commission.

Gretta Hicks/Marcia Smolens, Bay Area Teleguide:
Ms. Hicks asked for the Commission's recommendations of women's organizations to be listed in the Bay Area Teleguide, a network of public video display terminals listing information on the Bay Area for tourists and residents. Considerable discussion followed, especially concerning informal endorsment of a valuable but profit-making enterprise, and the role of the Commission as the sole determinant in selecting women's organizations to be listed.

Commissioner Ramey expressed the Commission's appreciation of the Bay Area Teleguide's offer to include the Commission in its work, and suggested that the Commission support its efforts by using it in making referrals and offered the use of the Commission's mailing list. Commissioner Brecka offered the Domestic Violence Program Fund Committee as an advisory source for listings for domestic violence programs.

Al Williams, Jesse Jackson for President Campaign:
Mr. Williams noted that he had originally wanted to request use of the Commission's mailing list for the Campaign, but had been informed by Commission staff that the Commission might not be able to provide the list as a non-partisan City agency. He noted that Reverend Jackson was a strong supporter of comparable worth, opposed constitutional amendments restricting reproductive rights, supported the Equal Rights Amendment, and supported full and equal rights and opportunities for women. Some discussion followed.

M/S/C Martin/Ramey to make the Commission's mailing list available to all presidental candidates at their request, with no statement or intent of support or opposition to individual candidates.

V. CHAIR'S REPORT:

Commissioner Ramey presented a letter of appreciation and flowers to Shelley Henderson, SFSU intern with the Commission, for her outstanding coordination of the Rape Awareness, Prevention, and Education Coalition's public library exhibits and presentations.

Commissioner Ramey reported that she had served on a panel at San Francisco State University with Andrea Dworkin, discussing laws against pornography, primarily as a representative of the American Civil Liberties Union, and secondarily as a representative of the Commission. She stressed the importance of the commissioners informing themselves on this controversial issue.

Commissioner Ramey also reported that she had testified as to the need for provisions for affordable, adequate childcare in the City's Downtown Plan before a public hearing of the City Planning Commission, noting that there was much more testimony at the hearing on the need for childcare than in the past, and that the Childcare Committee would be continuing to provide such testimony.

She also reported that she had attended a conference on comparable worth sponsored by the San Joaquin Commission on the Status of Women, noting that community's strong interest in comparable worth.

She called the commissioners' attention to copies of Mayor Feinstein's recent position statement on comparable worth, in which she announced her appointment of a taskforce on comparable worth including the City Attorney, General Manager of Personnel, Controller, and Director of the Human Rights Commission. Some discussion followed. Commissioner Squires asked staff to inquire as to the Mayor's Office's plans to distribute the statement. By consensus, the Commission decided to write Mayor Feinstein expressing its pleasure at her issuance of the statement and requesting her to appoint women members to the comparable worth taskforce.

Commissioner Ramey announced that the San Francisco Women's Economic Agenda would meet on May 9th to discuss its preparations for the Democratic National Convention, noting it also had formed a comparable worth committee. Commissioner Owens noted she would ask Barbara Hirsch, co-chair of the Commission's Comparable Worth Committee, to represent the Commission at that meeting.

Considerable discussion followed regarding the Commission's planned election-year community meeting on May 23rd, at which brief position statements on women's issues would be drafted, to be used by organizations and individuals as an organizing tool, and to be presented to Mayor Feinstein by the Commission prior to the Democratic National Convention.

V. CORRESPONDENCE/STAFF REPORTS:

Ms. Hale reported on the following items of correspondence received:

FROM: DES Action of the Coalition for the Medical Rights of Women, letter thanking the Commission for its co-sponsorship of a press conference regarding DES Awareness Week;

FROM: City Health Service System, brochure regarding May as open enrollment month for City employees;

FROM: Gum Moon Women's Residence/Asian Women's Resource Center, invitation to open house on May 18, 1984;

FROM: Women's Party for Survival, letter requesting participation and endorsement of annual Mother's Day event and children's parade; there were no objections to the Commission's endorsement of the event;

Ms. Hale reported that no date for the Commission's 1984-85 budget hearing before the Board of Supervisors Finance Committee had yet been set. She reported that the Commission's request for a word processing workstation had been approved by the interdepartmental City Electronic Information Processing Steering Committee (EIPSC), which had recommended the lease/purchase of an IBM Displaywriter station.

She noted copies of the final draft of the Commission's 1984-85 Management By Objectives (MBO) Plan, which would be presented by Commissioner Ramey at the next meeting of the Friends of the Commission Board of Directors, for approval of the Commission's budget request to them. She also noted that the timeline included in the plan might still be modified, pending staff review.

She reported that Commission staff had been informed that tests would be given through the Civil Service system within the next year for two of the Commission's positions, 2991 Coordinator and 2980 Specialist II, as well as for the Commission's requested 2995 Affirmative Action Officer for 1984-85. She noted that Ms. Yrigoyen had been participating in a hiring panel for a professor of Women's Studies at San Francisco State University. She also noted that Ms. Henderson would likely rejoin the Commission staff temporarily sometime in the summer, to complete work on a grant proposal for self-defense classes for young girls. She also reported that she had participated in two training programs through Community Training and Development and Women Aloud, and that Ms. Sessions would also soon be taking a workshop through Community Training and Development.

Some discussion followed regarding matters referred to the Administrative Committee; a date for that Committee's next meeting was set for May 24th.

VI. COMMITTEE REPORTS:

Comparable Worth Committee:
Commissioner Juanita Owens reported that the Committee planned to have a final draft of its fact sheet on comparable worth ready for Commission review at its meeting of June 12th. She reported that Commissioner Ramey and she had contacted Mildred Hamilton to thank her for her coverage of the comparable worth issue in the San Francisco Examiner, noting that copies of the series of articles were available from the Commission office.

She also noted that Dorothy Dean of California ABLE had become an active Committee member, and that Lia Belli had asked to be placed on the Committee's information mailing list.

Sexual Harassment Committee:
Commissioner Isabel Huie reported that Commissioner Owens, Ms. Yrigoyen, and she had met with Nancy Swadish, Vice-Chancellor of the San Francisco Community Colleges District, regarding sexual harassment training for District staff, and that she hoped to hear from Ms. Swadish soon to confirm the training.

She reported that the Committee had four new members: Tina Shum, of Donalinda Cameron House; Angela Chan, of Gum Moon Women's Residence; Barry Shapiro, of Barry Shapiro and Associates; and Jim Livingood. At its meeting of May 2nd, the Committee had discussed the need for a legal panel to provide free or low-cost services regarding sexual harassment, especially to bilingual women. Some discussion followed, primarily concerning the Commission's liability in setting up such a panel, and suggestions to recommend to the San Francisco Women Lawyers Alliance or the San Francisco Bar Association that they consider establishing such a panel.

Commissioner Huie also reported that the Committee had discussed the need for some type of discretionary fund from the Friends of the Commission, to use to cover small, unanticipated expenses consistent with Commission policy. Brief discussion followed.

M/S/C Martin/Sandlin to request that the Friends of the Commission establish a $200 discretionary fund to be used each fiscal year for small, unanticipated expenses consistent with Commission policy in support of organized public or community efforts.

She reported that the Committee also discussed ways to improve the Sexual Harassment Helpline's service to monolingual callers, and that Ms. Shum had volunteered to assist with all Cantonese translations for the Helpline. She also reported that Ms. Yrigoyen and she would meet soon to discuss plans for the Committee's bilingual flyers for the Helpline.

Domestic Violence Program Fund Committee:
Commissioner Judith Brecka reported that the Committee had met with Laura Campbell and Susan Bergesen of La Casa de las Madres and Marj Plumb of WOMAN, Inc. on May 21st to discuss modifications and usage of new forms developed for the two agencies to use in reporting financial and program data. She also reported that the Committee had met with Jerry Schwartzbach of La Casa de las Madres' Board of Directors regarding La Casa's proposed General Fund contract with the Commission, which was very productive. She noted that La Casa would be participating in the Human Race and sending a special Mother's Day letter as part of its overall fundraising efforts.

Legislative Committee:
Commissioner Sue Martin reported on the following legislation, which was voted on as a whole:

Assembly Bill 3883 (Molina) -- would make it possible for employees who quit their jobs on account of sexual harassment to receive unemployment benefits. Committee recommendation: to support.

Senate Bill 2012 (Watson) -- would strengthen the current law prohibiting sex discrimination and sexual harassment in particular, extending jurisdiction to private as well as State civil service employment. Committee recommendation: to support.

Senate Bill 1922 (Marks) -- would provide that if the Fair Employment and Housing Commission or the State Personnel Board found that a person had engaged in discrimination which is prohibited by law, and it appears that the discrimination consisted of acts relating to sex crimes, the Commission or Board would be required, with the complainant's consent, to provide the local district attorney's office with a copy of its decision or order. Committee recommendation: to support.

Senate Bill 1678 (McCorquodale) -- would prohibit the imprisonment of a sexual assault victim for contempt if the contempt consists of refusing to testify about the assault. Committee recommendation: to support.

Assembly Bill 2697 (Klehs) -- would take into account domestic violence when the issue of child custody is raised; would make it mandatory for the court to consider whether there has been a history of abuse against the child. On March 26, 1984, the Assembly Judiciary Committee amended the bill to exclude consideration of abuse against one parent by the other, stating that they felt there was no link between spousal and child abuse. Assemblyperson Klehs will try to get "spouse abuse" amended back into the bill in the Senate. Committee recommendation: to support and to replace domestic violence considerations in the bill.

Assembly Bill 3337 (Moore) -- would increase the State meal monies by 5¢, and require monthly payments to daycare facilities. Committee recommendation: to support.

Assembly Bill 2239 (Moore) -- would eliminate business tax deductions for payments to businesses which do not allow women; currently being debated in the Assembly. Committee recommendation: to support.

House Resolution 5151 (Panetta) -- referred to as the "anti-hunger" bill, it would provide $1 billion in food stamps program restoration. Committee recommendation: to support.

M/S/C Brecka/Martin to support the above-mentioned legislation (State bills AB 3883, SB 2012, SB 1922, SB 1678, AB 2697, AB 3337, AB 2239, and federal HR 5151), and to so notify the bills' authors and appropriate legislators.

Publicity Committee:
Commissioner Barbara Squires reported that Ms. Hale and she had met with Mary Hurley of the Golden Gate University Child Development Center and Chris Paci of San Francisco Women Lawyers Alliance, both members of the Coalition for Rincon Annex Childcare (CRAC), to discuss ways to publicize the U.S. Postal Service's upcoming award of a renovation contract for the Rincon Annex building, and CRAC's efforts to insure that a childcare center was established in the building. She noted that she would be discussing this effort with the Committee to develop effective publicity for this complex issue.

VII. APPROVAL OF COMMISSIONER ABSENCES:

M/S/C Brecka/Sandlin to approve commissioner absences in accordance with Commission policy.

VIII. OTHER BUSINESS:
Commissioner Owens requested that the Commission send a letter of commendation to Laurent Broussal upon his retirement as president of the San Francisco Community Colleges District, and that she be authorized to present it to him at a special reception to be held in his honor on May 11, 1984.

M/S/C Sandlin/Martin that Commissioner Juanita Owens present a letter of commendation from the Commission to Laurent Broussal upon the occasion of his retirement as President of the San Francisco Community Colleges District and in recognition of his contributions to affirmative action to insure that women and minorities have the opportunity to fully realize their individual potentials.

IX. ADJOURNMENT:

M/S/C Martin/Squires to adjourn the meeting at 6:25 P.M.

/jh

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CITY AND COUNTY OF SAN FRANCISCO
COMMISSION ON THE STATUS OF WOMEN
1095 MARKET STREET, ROOM 505
SAN FRANCISCO, CA 94103
(415) 558-3653

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JUN 19 1984

SAN FRANCISCO
PUBLIC LIBRARY

AGENDA

Commission Meeting
S.F. Public Library, Main Branch
Larkin & McAllister Streets
Lurie Room, First Floor

June 12, 1984
4:30 P.M.

I. CALL TO ORDER/ROLL CALL

II. APPROVAL OF MINUTES OF COMMISSION MEETING MAY 8, 1984

III. PRESENTATIONS FROM PUBLIC

A. Amy Levine, University of California at San Francisco Women's Resource Center, Re: Proposal to Establish Women's Resource Centers Network through the Commission on the Status of Women

B. Cheryl Foster, Wives and Daughters of Arizona Copper Strikers, Re: Request for Endorsement of Informational Program June 24, 1984

IV. PRESENTATIONS FROM THE COMMISSION:

Commissioner Juanita Owens, Comparable Worth Committee Chair, and Commissioner Drucilla Stender Ramey, Commission Chair, Re: Comparable Pay for Jobs of Comparable Worth

V. DISCUSSION OF MAY 23, 1984 COMMUNITY MEETING; PROPOSED ADOPTION OF POSITION STATEMENT ON COMPARABLE WORTH

VI. COMMITTEE REPORTS:

A. Recommendation of Administrative Committee Re: Committee Reports
B. Sexual Harassment Committee
C. Domestic Violence Program Fund Committee
D. Rape Awareness, Prevention and Education Coalition
E. Publicity Committee
F. Legislative Committee

VII. CONSENT CALENDAR

VIII. CORRESPONDENCE/STAFF REPORTS

IX. CHAIR'S REPORT/ADMINISTRATIVE COMMITTEE REPORT

X. FRIENDS OF THE COMMISSION REPORT

XI. OTHER BUSINESS

XII. ANNOUNCEMENTS

XIII. APPROVAL OF COMMISSIONER ABSENCES

XIV. ADJOURNMENT

The next meeting of the Commission on the Status of Women will be held on July 10, 1984, at 4:30 P.M.in the State Building, 350 McAllister Street, in Room 1157. All Commission meetings are free, open to the public, and wheelchair accessible. To be placed on a Commission meeting agenda, please contact the Commission office at (415) 558-3653.

/jh

CITY AND COUNTY OF SAN FRANCISCO
COMMISSION ON THE STATUS OF WOMEN
1095 MARKET STREET, ROOM 505
SAN FRANCISCO, CA 94103
(415) 558-3653

C A L E N D A R

Commission Meeting	June 12, 1984, 4:30 P.M. S.F. Public Library, Main Branch Larkin & McAllister Streets Lurie Room, First Floor
Board of Supervisors Finance Committee . . . . . Budget Hearing	June 21, 1984, 1:30 P.M. City Hall, Room 222
Rape Awareness, Prevention & Education . . . . . Coalition/S.F. Public Library Presentations:	Mission Branch Library 3359 - 24th Street
On sexual assault ; ; ; ; ; ; ; ; ; ; ; ;	June 21, 1984, 7:00 P.M.
On child sexual abuse	June 26, 1984, 7:00 P.M.
Exhibits	May 24 - July 4, 1984
Publicity Committee Meeting	July 3, 1984, 5:30 P.M. (call Commission office for location)
Commission Meeting	July 10, 1984, 4:30 P.M.

FOR MORE INFORMATION ON ANY OF THE ABOVE MEETINGS, PLEASE CALL THE COMMISSION OFFICE AT 558-3653.

ALL COMMISSION MEETINGS AND EVENTS ARE FREE, OPEN TO THE PUBLIC, AND WHEELCHAIR ACCESSIBLE.

COMMISSION ON THE STATUS OF WOMEN

June 12, 1984

The Minutes of this meeting are missing.

San Francisco Public Library
Government Information Center

COMMISSION ON THE STATUS OF WOMEN

July 10, 1984

The Agenda of this meeting is missing.

San Francisco Public Library
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CITY AND COUNTY OF SAN FRANCISCO
COMMISSION ON THE STATUS OF WOMEN
1095 MARKET STREET, ROOM 505
SAN FRANCISCO, CA 94103
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MINUTES

Commission Meeting
State Building, Room 1157
350 McAllister Street

July 10, 1984
4:30 P.M.

I. CALL TO ORDER/ROLL CALL:
Commissioner Trucilla Stender Carey called the meeting to order.

COMMISSIONERS PRESENT: Brecka, Eberth, Huie, Martin, Carey, Sandlin, Squires

COMMISSIONERS ABSENT: Latham, Owens, Miles

STAFF PRESENT: Jacquie Hale, Coordinator; Isabel Yrigoyen, Aide to Committees; Gwin Wheatley, Wellesley Intern; Tina Chang, Clerk

OTHERS PRESENT: Marilee Mearn, San Francisco Substitute Teachers Organization; Norma Forde, University of the West Indies; Alice Newman, Chase Commercial Bank; Rachel Ruth Seru, Malawi Public Service Commission.

II. APPROVAL OF MINUTES OF COMMISSION MEETING OF JUNE 12, 1984:
Commissioner Carey noted corrections to page 3 of the minutes regarding her presentation on the legal aspects of the issue of comparable worth, which she agreed to submit in writing at the next meeting.

M/S/C Martin/Brecka to approve the minutes of the Commission meeting of June 12, 1984, with corrections as noted.

III. PRESENTATIONS FROM THE PUBLIC:

Marilee Mearn, President, San Francisco Substiture Teachers Organization:
Ms. Mearn presented a parphlet on the organization, which was formed in 1981 to attempt to secure a contract between its members and the San Francisco Unified School District/Board of Education. She cited many statistics related to pay and other employment inequities substitute teachers face as compared to regular classroom teachers in San Francisco, including a wage gap of 41.5% between their salaries and beginning teachers' salaries, and overall salary increases which have barely kept pace with the cost of living, which has increased 160% over the past ten years. She noted that the Organization is currently in the fact-finding stage of attempting to secure a contract with the Board of Education, which will rule on a fact-finding report on August 7, 1984. She stated that the Organization is performing some outreach to obtain support from non-educational agencies, and requested a letter of support for the Organization from the Commission to be sent to the Board of Education.

M/S/C Squires/Sandlin that the Commission send a letter of support for the San Francisco Substitute Teachers Organization to the Board of Education President Benjamin Tom, urging that the Board work to rectify pay and other inequities between substitute teachers and regular classroom teachers.

IV. CHAIR'S REPORT:
Commissioner Carey reported that the Mayor's Task Force on Comparable Worth was currently in the process of preparing a request to the Controller's Office for research on an estimate as to the possible cost to the City and County of San Francisco if comparable worth principles were to be implemented. She noted that the Joint Board of Supervisors/SEIU Local 400 Memorandum of Understanding Committee was also preparing a similar request, and that perhaps the requests would be submitted together. She also reported that the Mayor's Task Force would be requesting a formal opinion from the City Attorney as to the need for a Charter amendment in order to implement comparable worth, after she had provided her opinion and additional information to the City Attorney. Some discussion followed. She then excused herself from the meeting and gave the chair to Commissioner Brecka, explaining that she needed to attend another meeting on comparable worth.

VI. DISCUSSION OF PRESENTATION OF POSITION STATEMENTS ON WOMEN'S ISSUES DEVELOPED AT COMMUNITY MEETING OF MAY 23, 1984, TO MAYOR FEINSTEIN:
Discussion included a consensus opinion that the meeting had been very successful, and that Mayor Feinstein had appeared very impressed with the scope and depth of the concerns presented to her. There was some discussion regarding the Mayor's request for the Commission to undertake responsibility for ordering priority issues relative to its goals and objectives, and a suggestion was made that Commissioner Farey should attempt to schedule a follow-up meeting with the Mayor in order to present the Commission's suggestions for prioritizing the issues presented. It was generally agreed that the Commission should provide further information to the Mayor on economic issues concerning women, particularly comparable worth, and that she had expressed strong support of issues regarding violence against women, particularly sexual assault and domestic violence. A date was set for the next meeting of the Administrative Committee for August 8, 1984, to develop suggestions for the Mayor regarding priority issues.

VII. COMMITTEE REPORTS:

Childcare Committee:
Ms. Wheatley presented a draft of a questionnaire to be used to survey over 200 businesses as to their personnel policies related to parents, as well as a distribution list for the survey. The Commissioners complimented her excellent work on the questionnaire, and volunteered to assist her with making follow-up calls to insure optimum survey returns.

Commissioner Sandlin reported that the Committee had met on June 29, 1984, and had discussed the great need for childcare in downtown San Francisco, including Mayor Feinstein's support of a new childcare project at Fifth and Mission Streets.

Commissioner Sandlin noted her concern that attention also be focused on the need for childcare in San Francisco neighborhoods, particularly in third world communities. She reported that a special meeting to recruit new members and further involve minority women in the Commission's childcare activities would be held on July 31, 1984, and that the Committee was also considering holding a public hearing on the need for childcare sometime this year. She also noted that Gloria Coffey, of the San Francisco Daycare Providers Association, had offered to help the Committee with support for childcare legislation. Commissioner Martin suggested that the Commission also consider the needs of non-working parents in its future planning in the area of childcare.

Sexual Harassment Committee:
Commissioner Isabel Yuie reported that the Committee had met on July 5, 1984, at the Asian Women's Resource Center, which had volunteered to assist the Commission in securing bilingual counselors for the Sexual Harassment Helpline. She reported that the Committee would soon hold a "re-training" session for Helpline counselors, noting that Ms. Yrigoyen had studied counselor logs on calls they had handled and noted several problems.

She also reported that Ms. Yrigoyen, Ms. Hale and herself had met to begin development of a trilingual brochure providing general information on sexual harassment in employment, which she hoped could be published by September, with the assistance of the Publicity Committee.

She reported that the Asian Women's Resource Center had requested that the Commission monitor a long-standing case alleging sexual harassment against the San Francisco Community Colleges District, which she agreed to do. She also reported that Jeff Brown, San Francisco Public Defender, had requested that the Commission take some action on behalf of the woman involved in the recent Police Department cadet "initiation party" events, noting that she had requested that he put his specific requests in writing to the Commission, which he had not yet done. She also reported that Ms. Yrigoyen would soon be distributing brochures on the Sexual Harassment Helpline to City departments, as follow-up to the Committee's earlier seminar for City department heads on sexual harassment in City and County employment.

VIII. LEGISLATIVE CONSENT CALENDAR:

Senate Bill 1674 (Rosenthal): would provide $23.9 million to expand subsidized childcare programs in unserved and underserved areas.

Senate Bill 1620 (Torres), Senate Bill 1717 (Roberti), Senate Bill 1710 (Hart): would provide $150 million statewide to expand programs to serve schoolage children before and after school and during holidays. Would also encourage the use of public school facilities for these programs.

M/S/C Eberth/Sandlin to approve the Legislative Consent Calendar as presented, and to so notify appropriate legislators, officials, and organizations.

Commissioner Sue Martin also reported that the Committee had met with representatives of Senator Milton Marks (Loralyn Brown and Dorothy Epstein), Assemblyman Willie L. Brown, Jr. (Marpine Sako), and Assemblyman Art Agnos (Pat Panes and Claude Everhart) to discuss over ten pieces of legislation concerning women in the areas of domestic violence, sexual assault, child support, childcare, sexual harassment, discrimination, and nursing home patients. She reported that the Committee planned to continue regular meetings with local legislators throughout the year. She also reported that Ms. Wheatley would be working on the Committee's planned public policy booklet within the next month.

Commissioner Eberth noted that she had sent legislative letters on the following bills, and offered copies of her mailing to the Rape Awareness, Prevention and Education Coalition to enlist its support to Commissioners Brecka and Commissioner Duie for their action on other pending bills related to domestic violence and sexual harassment:

AB 2443 (Waters) would provide sexual assault prevention programs in all schools in California; passed Assembly and going to Senate Finance Committee. ACTION NEEDED: support in the Senate with the condition that an advisory body from the child sexual assault programs will advise and evaluate centers.

SB 401 (Mello): would add to current definition of sexual assault -- rape by extortion; no fiscal impact; ACTION NEEDED: support in the Ways and Means Committee.

SB 1678 (McCorquodale): would prohibit the imprisonment of a sexual assault victim for contempt if the contempt consists of refusing to testify about the assault; will be heard in the Criminal Law and Public Safety Committee on August 8; no fiscal impact; ACTION NEEDED: support in the Criminal Law and Public Safety Committee.

AB 1530 (Russell): would allow the courts not to report child abuse if the victim is an adult in therapy; ACTION NEEDED: oppose bill.

IX. PRESENTATIONS FROM THE COMMISSION:

Commissioner Linda Eberth: Sexual Assault, Child Sexual Abuse
Commissioner Eberth explained that the fear of sexaul assault has shaped all women's lives, including their relationships with men and how they grow up with myths that encourage them to see themselves as vulnerable and capable of causing someone to attack them if they are too strong, too attractive, or act too differently. She explained that these are powerful and important social controls affecting many aspects of women's lives.

She also related some central facts about sexual assault:

-- 1 out of 4 women have been sexually assaulted at some time in their lives; 1 out of 10 men have been assaulted some time in their lives;

-- 75% of all relationships adult sexual assault victims are involved in at the time of a sexual assault break up;

-- heterosexual offenders are about 90% of sex offenders, and they begin to offend at around age 14 or 15 years;

-- the youngest victims of sexual assault in San Francisco was 3 months old; the oldest, 95 years; the youngest offender, 5 years;

-- 60%-80% of sex offenders have been sexually abused as children; however, it is not yet known why women are not becoming offenders;

-- often the media and the general public focus on "stranger rape," which is only 30% of all sexual assaults;

-- most sexual assaults do not leave physical injuries -- most injuries are psychological;

-- child molesters are usually otherwise law-abiding "pillars of the community";

-- children do not perceive of sexual abuse by a family members as violent unless they are physically abused as well.

Commissioner Eberth stated that it is a widely accepted belief among members of the rape crisis movement that assertiveness combined with physical confidence are the skills required to combat sexual assaults to women and children, and that the right to say "no" to a sexual assault is yet to be a cultural option for women and children, or for psychiatric hospital patients.

She then briefly outlined recent improvements for psychiatric hospital patients, who are particularly vulnerable to many kinds of social control and to assault. She explained that most often these patients are sexually assaulted when assignments are made which allow male mental hospital employees to be alone with patients, and becuase of the practice of integrating mental hospital wards according to gender, including placing patients with criminal records related to assault in these wards. She noted that in 1983, Patients' Rights, Sexual Trauma Services, the Institute for the Study of Sexual Assault, and Community Mental Health Services held meetings with the various directors and staff from San Francisco pshchiatric units to create the first citywide Psychiatric In-patient Sexual Assault Protocol. This Protocol places emphasis solely upon the victim/patient's word that a sexual assault took place, and makes provisions for non-hospital rape crisis professionals to consult with hospital staff immediately in charting and treating all allegations or expressions by patient/victims related to sexual assault, as well as provisions to follow through with standard medical and legal procedures used with non-patient/victim sexual assault offenses.

Commissioner Eberth also noted that the Rape Awareness, Prevention, and Education Coalition of the Commission is now preparing a grant proposal for Apple Computers to form a Rape Crisis Centers Network in the Bay Area, perhaps the first of its kind in the country, and noted that she would keep the Commission up to date on its progress and details.

X. CORRESPONDENCE/STAFF REPORTS:

Ms. Hale reported that the Commission's 1984-85 budget request had been heard by the Board of Supervisors' Finance Committee at hearings on June 20 and July 5, and that all of the Commission's requests appeared to have been approved with the exception of its request for a position upgrade from 1424 Clerk Typist to 1426 Senior Clerk Typist. She noted that there had been many questions about the Commission's other requested upgrade from 2980 Specialist II to 2995 Affirmative Action Officer, and she requested the commissioners' support in insuring the Board's approval of the request, which those present agreed to provide.

She noted that staff projects during the past month had included budget and personnel matters, follow-up to the Mayor 23rd Community Meeting, coordination of the meeting with local legislators' representatives, letters of support for Commission legislative decisions, the Domestic Violence Program Fund, the study of personnel policies related to working parents, and several mailings. She also reported that Tina Chang had joined the Commission staff for the summer through the Mayor's Summer Youth Program, and had been doing an excellent job assisting with mailings and errands.

Ms. Hale reported that Barbara Kallir, an independent filmmaker, had requested a copy of the Commission's mailing list and the Friends of the Commission's mailing list for use in fundraising to produce a film on the U.S. Prostitutes Convention being held that week. She noted that Ms. Kallir was unable to address the Commission herself because she was busy filming the Convention. Some discussion followed. It was decided by consensus to request that Ms. Kallir make a presentation in person to the Commission at the next meeting.

Ms. Hale also reported that Janice Toohey of the San Francisco Women's Building/Women's Centers had requested a letter of support for the Building's fundraising proposal to the Mayor's Office of Community Development, to continue renovation work on the Building.

M/S/C Squires/Alberth to provide a letter of support for the San Francisco Women's Building/Women's Center's proposal to the Mayor's Office of Community Development.

Ms. Hale also reported that Paula Braverman of Project National Interest had contacted her to arrange a speaking engagement with the Commission by the Project. Ms. Hale explained that Project National Interest is a group formed to publicize the information gathered by a group of six women from San Francisco who had visited El Salvador on a fact-finding trip following the Kissinger Commission's trip there. The group includes Joan Brann of the California Medical Assistance Commission, Diane Winset Burneo of the Service Employees International Union Local 616, Carmen Carrillo of Mission Mental Health Center, Ann Echorn, pastor of the United Church of Christ, Jessica Mitford, writer and lecturer, and Nancy Walker, member of the San Francisco Board of Supervisors. Some discussion followed. It was decided by consensus to suggest to the Project that the Commission co-sponsor a public speaking engagement featuring Project National Interest with possibly the San Francisco National Organization for Women and the San Francisco Women's Building/Women's Centers, and to also contact those organizations.

Ms. Hale then reported on the following items of correspondence received:

FYI: the U.S. Small Business Administration, announcement of a series of small business training workshops to be held July 14-October 13, 1984, $12.00 each (contact: 974-0599);

FYI: State Senator David Roberti, cover letter and reporting form for employment discrimination based on sexual orientation (contact: AB 1 Documentation Project, P.O. Box 161072, Sacramento, CA 95816);

FYI: the Coalition for a People's Convention, announcement/flyer for People's Convention, July 13-16, 1984 (contact: 536-2200);

FYI: Nancy Presson, Director, Division of Drug Programs, Department of Public Health, memorandum regarding request for proposals to develop a multicultrual drug abuse prevention program/resource center, due August 1, 1984 (contact: 558-2356);

FYI: Children's Self-Help Project, new newsletter, "The Check-In (contact: 552-8304).

XI. ADMINISTRATIVE COMMITTEE REPORT:
In Commissioner Carey's absence, Ms. Hale delivered the report. She reported that the Committee had recommended that the Commission agree to provide meeting rooms for the proposed Women's Resource Centers Network proposed by Amy Levine, and to table discussion of providing further support to the proposed Network until such time as the Commission is able to hold a comprehensive planning meeting as to its future priorities.

M/S/C Sandlin/Alberth to provide meeting rooms for the proposed Women's Resource Centers Network proposed by Amy Levine, and to further discuss additional support for the proposed Network at future Commission planning meetings.

Ms. Hale reported that the Committee had recommended that the Commission decline endorsement of a series of events planned by the All-Family

Coalition in opposition to the Moral Majority's planned 'Family Forum III.' Some discussion followed.

M/ / Squires/ that the Commission accept the Administrative Committee's recommendation regarding endorsement of events planned by the All-Family Coalition.

M/ / Martin/ that the Commission endorse the series of events to be held by the All-Family Coalition in response to the Moral Majority's "Family Forum III."

As there was no second for either of these motions, and no further discussion, Commissioner Brecka declared the discussion closed.

Ms. Hale also reported that she had placed on the Administrative Committee's July 27, 1984, meeting agenda discussion of the development of policies relating to Commission endorsement of profit-making, religious, and/or partisan organizations. Commissioner Brecka noted that the Commission was prohibited by law from preferential endorsement of partisan organizations. Ms. Hale reported that the Committee recommended that the Commission not adopt any policy in these areas at the present time. There were no objections.

Ms. Hale reported that the Committee had also discussed formulating criteria for membership and written descriptions of the responsibilities of Commission committee members, and recommended that these be submitted by committee chairs to the Commission for adoption at its August meeting. It was decided by consensus to adopt this recommendation.

XII. ANNOUNCEMENTS:
Ms. Hale reminded the commissioners of three important demonstrations to be held within the week: a Labor March on July 15; the National March for Lesbian/Gay Rights on July 15; and a Vote Peace in '84 rally on July 16.

XIII. APPROVAL OF COMMISSIONER ABSENCES:

M/S/C Squires/Sandlin to approve commissioner absences in accordance with Commission policy.

XIV. ADJOURNMENT:

M/S/C Sandlin/Martin to adjourn the meeing at 7:00 P.M.

/jh

The next meeting of the Commission on the Status of Women will be held on September 11, 1984, at 4:30 P.M. in the State Building, 350 McAllister Street, in Room 1154. All Commission meetings are free, open to the public, and wheelchair accessible.
To be placed on the Commission meeting' agenda, please contact the Commission office at (415) 558-3653/TDD (415) 558-4901.

COMMISSION ON THE STATUS OF WOMEN

August 14, 1984

The Agenda of this meeting is missing.

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CITY AND COUNTY OF SAN FRANCISCO
COMMISSION ON THE STATUS OF WOMEN
1095 MARKET STREET, ROOM 509
SAN FRANCISCO, CA 94103
(415) 558-3053/TDD (415) 558-4901

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CALENDAR

Commission Meeting	August 14, 1984, 4:30 P.M. State Building, Room 1200 350 McAllister Street
Public Information Exhibit on Sexual Assault and Child Sexual Abuse	July 5-August 15, 1984 Marina Branch Public Library 1890 Chestnut Street
Public Information Program on Child Sexual Abuse	August 15, 1984, 7:00-8:30 P.M. Marina Branch Public Library 1890 Chestnut Street
Public Information Exhibit on Sexual Assault and Child Sexual Abuse	August 16-September 26, 1984 West Portal Branch Public Library 190 Lenox Way
Domestic Violence Program Fund Committee Experts Panel Meeting General Meeting	 August 16, 1984, 11:00 A.M. August 16, 1984, 12:00 P.M. 1095 Market Street, Room 509
Rape Awareness, Prevention, and Education Coalition meeting	September 4, 1984, 12:00 P.M. 1095 Market Street, Room 509
Publicity Committee meeting	September 4, 1984, 5:30 P.M. State Building, Room 1154 350 McAllister Street
Childcare Committee meeting	September 11, 1984, 12:00 P.M. 1095 Market Street, Room 509
Commission meeting	September 11, 1984, 4:30 P.M. State Building, Room 1154 350 McAllister Street
Public Information Program on Sexual Assault, by Margaret Reiss, Center for Special Problems	September 20, 1984, 7:00-8:30 P.M. West Portal Branch Public Library 190 Lenox Way
Public Information Program on Child Sexual Abuse, by Sue Levinson and Lana Anthony, Children's Self-Help Project	September 25, 1984, 7:00-8:30 P.M. West Portal Branch Public Library 190 Lenox Way

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CITY AND COUNTY OF SAN FRANCISCO
COMMISSION ON THE STATUS OF WOMEN
1095 MARKET STREET, ROOM 409
SAN FRANCISCO, CA 94103
(415) 558-3653/TDD (415) 558-4901

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MINUTES

Commission Meeting
350 McAllister Street, Room 1200

August 14, 1984
4:30 P.M.

I. CALL TO ORDER/ROLL CALL:
Commissioner Drucilla Ramey called the meeting to order.

COMMISSIONERS PRESENT: Brecka, Eberth, Martin, Ogden, Owens, Sandlin, Squires, Ramey, Wiles

COMMISSIONERS ABSENT: Huie, Lathan

STAFF PRESENT: Jacquie Hale, Coordinator; Isabel Yrigoyen, Aide to Committees; Gwin Wheatley, Wellesley Intern

OTHERS PRESENT: Jeanne Dea, Vice President, Friends of the Commission; Janice Toohey, San Francisco Women's Building/Women's Centers; Barbara Kallir, Rhoda Munsinger, Alter Image Films; Maureen Nerli, independent filmmaker; Rachel Karp, San Francisco Police Department

Commissioner Ramey welcomed newly-appointed Commissioner Louise Ogden, currently President of the San Francisco National Women's Political Caucus.

III. PRESENTATIONS FROM THE PUBLIC:

Janice Toohey, San Francisco Women's Building/Women's Centers:
Ms. Toohey thanked the Commission for its support of the Women's Building's grant proposal to the Mayor's Office of Community Development (OCD) for $164,000 to improve its physical plant, one of the largest grants ever given to such a women's organization in the United States. Ms. Toohey noted that such government grants, though crucial and most welcome, often pose special problems for smaller, volunteer-intensive programs such as the Women's Building, as they required much staff time to handle the requisite paperwork. She noted that the Building had experienced some delays in obtaining such funds, necessitating the lay-off of its staff. In addition, she explained that the Fire Department had refused to renew the Building's dancehall permit until its physical structure was brought up to code, work which was planned to be completed with the delayed grant monies. This prohibited the rental of the Building's auditorium, causing substantial loss of revenue.

She also reported that the Building had made great efforts to obtain construction bids from women-owned businesses, but that many of the firms it had contacted had little experience with the timelines, guidelines, or performance bonds required to obtain such City-funded contracts. As a result, the Building had chosen to select a minority male-owned business as contractor. Ms. Toohey asked that the Commission lend its support to holding the City accountable for the new Minority-owned Business Enterprises/Women-owned Business Enterprises/ Locally-owned Business Enterprises (MBE/WBE/LBE) ordinance and work to insure that women and minority owned businesses were made aware of and assisted in obtaining City business. Commissioner Ramey remarked that the Commission had long been considering its role in the successful implementation of the ordinance, and asked that Ms. Toohey to express her experiences with the process and WBE's in writing to the Commission, to which she agreed.

Barbara Kallir and Rhoda Munsinger, Alter Image Films:
Ms. Kallir and Ms. Munsinger requested the use of the Commission's mailing list, a letter of support, and contacts in order to raise funds for the production of a non-profit documentary videotape on prostitution, including their coverage of the 1984 Prostitute's Convention. Some discussion followed. In response to commissioners' questions, Ms. Kallir explained that the videotape would aim to give a better understanding of what it is like to be a prostitute, what women in the profession feel, and what and how they have made decisions about their lives. She explained that it is planned around interviews with women in the field, and is not intended to glorify or denegrate the women portrayed. Commissioner Ramey noted the Commission's caution both at endorsing films before review and of endorsing even films produced by non-profit organizations which might in the future be used for fund-raising purposes. Some discussion followed.

M/S/C Martin/Sandlin to make the Commission mailing list available to Alter Image Films, for use in fundraising for the production of a videotape on prostitutes, as presented to the Commission on August 14, 1984.

Maureen Nerli, Independent Filmmaker:
Ms. Nerli requested use of the Commission's mailing list in fundraising for the production of a film on military and non-military women who served in Vietnam. She noted that the film would profile eight of the estimated 25,000 women who served in Vietnam from 1965-1975, including those who served outside the military in such organizations as the American Red Cross or the USO. She noted that she had worked on the film for over two years and was now preparing a grant proposal for $212,000 to take four of the women to be portrayed in the film back to Vietnam for interviews. She also noted that the film had Department of Defense approval. Brief discussion followed, during which Ms. Nerli agreed to send the Commission a copy of her final grant proposal.

M/S/C Brecka/Sandlin to make the Commission's mailing list available to Ms. Maureen Nerli for use in raising funds for a film on women who served in Vietnam, as presented to the Commission on August 14, 1984.

IV. CHAIR'S REPORT:
Commissioner Ramey read a letter of thanks to departing intern Gwin Wheatley, for her work in coordinating the Commission's survey of leave and benefit policies related to parent employees of over 200 San Francisco businesses.

Commissioner Ramey also announced that the Commission would hold a retreat to plan for its future activities on October 6, 1984, from 11:00 A.M. to 3:00 P.M., at a site to be announced.

V. PRESENTATIONS FROM THE COMMISSION:
Commissioner Barbara Squires delivered an informative presentation on the Publicity Committee and on marketing theory and practices as they relate to an organization like the Commission. She briefly outlined the "four p's" of marketing: product (development and research), placement (distribution, closing down markets, opening new markets), pricing (what the market will bear, competition charging), and promotion (advertising and public relations). She noted that although most people were familiar with these terms as the province of the "for-profit" private sector, they were effectively transferrable to non-profit and public operations. She stated that the Commission's "product" was essentially equity for all women. She cited as an example of opening a new market the Commission's current efforts to address the concerns and increase the exchange of information between the Commission and women of color/third world/minority women's organizations. She stressed the importance of knowing who were members of a targeted market and of using as many personal contacts as possible to expand markets. She also emphasized the need for the Commission to "stay close" to its audience and to continue generating publicity vehicles such as

the Legislative Committee's Action Alert, which held a broad appeal for many San Francisco women.

Commissioner Squires also briefly outlined the Publicity Committee's major goals for the year, including continuation of the Commission's speaker's bureau, development a brochure on the Commission, increasing attendance at Commission events, and developing markets within the public affairs departments of corproations to enhance the fundraising efforts of the Friends of the Commission.

VII. FRIENDS OF THE COMMISSION LIAISON REPORT:
Jeanne Dea, Vice-President of the Friends of the Commission Board of Directors, reported that astronaut Sally Ride had been confirmed as the Friends' guest speaker at its "Third Annual Celebration of San Francisco Women," to be held in the City Hall Rotunda on Friday, November 2, 1984, from 5:30 P.M. to 8:30 P.M. She also reported that the Friends would need the names of sponsors of the event which commissioners had solicited by August 31, 1984, in order for their names to appear as an insert in the event's invitation. She reported that the Commission's nominated honorees had accepted the Friends' invitation; they are: Aileen C. Hernandez, President, Aileen C. Hernandez and Associates, an urban affairs consulting firm; Betty Lim, Program Manager and community liaison in the Mayor's Office; Eva Paterson, Assistant Director, San Francisco Lawyer's Committee for Urban Affairs; and Dr. Carlota Texidor de Portillo, Vice-President of the San Francisco Civil Service Commission.

Commissioner Ramey coordinated the scheduling of the Friends-Commission potluck dinner, to be held September 17, 1984, at 6:00 P.M.

VIII. COMMITTEE REPORTS:

Domestic Violence Program Fund Committee:
Commissioner Judith Brecka reported that fifteen women had received the Committee's new application for membership form, noting that the Committee had made special efforts to include women of color in its recruitment. She also reported that Commission staff had received complaints from one of the Commission's contractors regarding the slowness of the City's payment process, and that Ms. Yrigoyen and she were planning meetings to iron out as many problems as possible for next year, as well as to take care of current difficulties.

COMPARABLE WORTH COMMITTEE:
Commissioner Juanita Owens reported that the Committee's fact sheet on comparable worth was now in production and should be ready for distribution sometime in September. She reported that the Committee would hold its next meeting on September 6, 1984, at 6:00 P.M.

Commissioner Ramey reported that she had been providing substantial information to the City Attorney's Office in her capacity as a member of the Mayor's Task Force on Comparable Worth, and briefly reported on the Task Force and the Board-Union Committee's requests to that Office and the Controller's Office for projections on the implementation of comparable worth in City and County employment. She also reported that she had written a letter on behalf of the Commission as a member of the Task Force to Margaret Kisliuk in the Mayor's Office, advising against the use of a report which inflated the possible cost of the implementation of comparable worth, and outlining current methods used by public employers to set wage rates using the concept of comparable worth, as well as to thank her for her able assistance to the Task Force.

LEGISLATIVE COMMITTEE REPORT:
Senate Bill 1536 (Russell): would weaken current legal requirements for child sexual abuse reporting. Committee recommendation: to oppose.

M/S/C Brecka/Eberth that the Commission oppose Senate Bill 1536, and so notify appropriate legislators, agencies, and organizations.

Simpson/Mazzoli Bill: would severely alter current immigration laws to the great disadvantage of immigrants and many people of color. Committee recommendation: to oppose.

M/S/C Brecka/Sandlin that the Commission oppose the Simpson/Mazzoli bil and so notify appropriate legislators, agencies, and community organizations.

Commissioner Sue Martin reported that several bills outlined in the Committee's Action Alert were now on their way to Governor Deukmejian for signature, and urged commissioners to use legislative contacts focusing on the Governor, following the Committee's recommendations. These bills are:

Assembly Bill 1527 (Agnos): would set mandatory minimum awards for child support based on the amount children receive under the AFDC progr n. Committee recommendation: to support.

Assembly Bill 2697 (Klehs): would take into account domestic violence when the issue of child custody is raised in court. Committee recommendation: to support.

Assembly Bill 3883 (Molina): would make it possible for a persons who quit their job because of sexual harassment to receive unemployment benefits. Committee recommendation: to support.

Senate Bill 1536 (Russell): would delete the requirement that therapis s make required child protection agency reports if family and victims participate in required therapy; also would delete requirements that persons suspected to be abusive are to be referred to the district atto ney and to the police. Committee recommendation: to oppose.

Senate Bill 1678 (McCorquodale): would prohibit the imprisonment and confinement of victims of sexual assault for contempt when contempt consists of refusing to testify regarding sexual assault. Committee recommendation: to support.

Ms. Wheatley noted copies of the final draft of the Committee's public policy booklet in the commissioners' meeting packets, and asked them to contact her with any changes or additions. The booklet will serve as a directory to the legislative activities of local organizations working on legislative issues concerning women.

CHILDCARE COMMITTEE:
Commissioner Sandlin reported that the Committee had met on July 31, 19 4, and had included several new potential members recruited by Ms. Yrigoye . She noted the Committee's emphasis on recruitment of women of color to serve on the Committee.

IX. STAFF/CORRESPONDENCE REPORTS:
Ms. Hale reported that all of the Commission's 1984-85 budget requests had been approved by the Board of Supervisors, excepting its requested upgrade of its current 1424 Clerk Typist to a 1426 Senior Clerk Typist. She also noted that its requested upgrade of its current 2980 Specialis II position to a 2995 Affirmative Action Officer position was approved pending additional approval by the Civil Service Commission, after that Commission's review of the Commission's position classification

Ms. Hale reported that the Commission would be moving its offices from Room 505 to Rooms 408 and 409 of the 1095 Market Street Grant Building within the next month. The move will signify a small expansion of the space available to the public and staff.

Ms. Hale reminded the commissioners that information on the criteria for membership on each of the Commission's committees would be due on September 11, 1984. She noted that once committee members had been solidified, Ms. Yrigoyen and she would prepare a workforce composition report and set affirmative action goals to aid in recruitment of new members.

Ms. Yrigoyen reported on her participation on behalf of the Commission in a broadly representative group of women organizing to plan for a 1986 conference for women political activities, and agreed to keep the Commission updated on the group's progress.

Ms. Hale then reported on the following items of correspondence received:

FROM: Human Rights Commission, "Minority and Women-owned Business Enterprise Directory -- Goods and Services" (contact: Gail Roberts 558-4901);

FROM: California Women of Color Against Domestic Violence, announcement of annual conference, October 27 & 28, 1984, El Monte, California (contact: Valerie Bush 552-7670);

FROM: Plexus, request for submissions to special October 1984 issue featuring "writing for and about Asian Pacific women" (contact: K. Kaufmann 451-2585);

FROM: American Indian Center, invitation to open house and reception for Corporation for American Indian Development, August 17, 1984 (contact: 552-1070);

FROM: Supervisor Nancy Walker, announcement of public policy forum on "Creating a Public Health Commission in San Francisco," August 29, 1984 (contact: New College of California 626-1694).

X. OTHER BUSINESS:

Commissioner Ramey reported that she had received a request from the Santa Monica Commission on the Status of Women to co-sponsor a conference on comparable worth. Brief discussion followed.

M/S/C Squires/Eberth that the Commission co-sponsor with the Santa Monica Commission on the Status of Women a conference on comparable worth on September 24, 1984.

XI. APPROVAL OF COMMISSIONER ABSENCES:

M/S/C Brecka/Sandlin to approve commissioner absences in accordance with Commission policy.

XII. ADJOURNMENT:

M/S/C Brecka/Sandlin to adjourn the meeting at 6:45 P.M.

COMMISSION ON THE STATUS OF WOMEN

September 11, 1984

The Agenda of this meeting is missing.

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MINUTES

Commission Meeting
350 McAllister Street, Room 1200

September 11, 1984
4:30 p.m.

I. CALL TO ORDER/ROLL CALL:
Commissioner Drucilla Ramey called the meeting to order.

COMMISSIONERS PRESENT: Eberth, Huie, Ogden, Owens, Ramey, Sandlin, Squires, Wiles.

COMMISSIONER ABSENT: Brecka, Lathan, Martin

STAFF PRESENT: Jacquie Hale, Coordinator,
Isabel Yrigoyen, Aide to Committees

OTHERS PRESENT: Minou Kay Selemi, Maxine P. Rosner, The New Conservatory, Rita Bregman, The New Conservatory, Loralyn Brown, Senator Mark's Office, Amy Reynolds, CLUW, Trades Women Inc., Local 38 Plumbers, Amy Levine, UCSF Women's Resources Center, Kay Kauffman, Plexus, West Coast Women's Press.

II. APPROVAL OF MINUTES OF COMMISSION MEETING OF AUGUST 14, 1984:

M/S/C Ogden/Owens to approve the minutes of the Commission meeting of August 14, 1984.

III. PRESENTATIONS FROM THE PUBLIC:

Kay Kauffman, West Coast Women's Press:

Ms. Kauffman, the Coordinator of Calendar Section, thanked the Commission for the opportunity to kame a presentation on the newspaper Plexus, in order to explain briefly the history of the Newspaper and its future direction.

Plexus was created in 1974 by a group of women. Their first issue was paid for by AFDC, and for the first three years it was not typeset. Plexus has reached its 10th Anniversary after a great deal of growth and not change. The paper is collectively run, while supporting the creativity and the work of individual women. Plexus is also one of the few women's newspapers that pays its staff and writers. They maintain the paper by paid advertisements. It has a monthly calendar, and the deadline each month is the 2nd Friday of that month. The paper has a monthly circulation of approximately 5,000.

Some of the special issue themes Plexus has covered include: Women & Technology, Mid-life & Older Women, Racism in the Women's Community, and soon to be covered--Asian Pacific Women. Plexus has begun to increase the coverage of articles by and about Third World women, the physically challanged, and older women.

Plexus is instituting an Affirmative ActionPlan, and will be having a benefit on October 10, at 8 P.M. at La Pena Cultural Center in Berkeley. She hopes the Commissioners will be able to attend and support their benefit. The benefit will consist of both poetry readings and musical performances by Third World women.

Maxine Rosner, The New Conservatory:

Ms. Rosner is a professional fundraiser, and represents the New Conservatory children's theatre company and school. Ms. Rosner requested the use of the Commission's mailing list for the school's fundraising efforts. The school is a non-profit, tax exempt performing arts school for children 4 to 16 years old. The school is interested in child development, and in using The Arts as a living tool. They perform at the First Unitarian Church, and are now performing a play titled "Ice Runaways."

Some discussion followed from Commissioners Ogden, Sandlin and Ramey regarding the percentage of both female students and teachers, the performance time schedule, and the cost of tuition.

Ms. Rosner explained that 75% of the students and teachers are female. The New Conservatory is the only youth-in-the arts center in the Bay Area. The performances are after school, and on Saturdays, and tuition is $500 a year. She also stated that 15% of the students are receiving scholarships.

M/S/C Ogden/Huie to make the Commission mailing list available to The New Conservatory children's theatre company and school for fundraising purposes.

Minou Selemi, representing herself:

Ms. Selemi, who is a wanderer and a new arrival to San Francisco, wanted the Commission to know about the plight of women who are homeless. She said she was attacked by a man at St. Anthony's, and that many other women who are on the streets are afraid to go to some of these shelters. She said that women need shelters where they will not be harassed, and she wanted a good referral.

Both the Commission staff and Commissioner Eberth provided her with names of shelters, with phone numbers.

Loralyn Brown, Senator Milton Marks Office:

Ms. Brown introduced herself to the Commissioners as Senator Marks' women's liaison, and said that she would be in contact with the Commission regarding the Senator's activities, as well as being available to help the Commission in any way she can.

IV. FRIENDS OF THE COMMISSION LIAISON REPORT:

There was no report given from board members. There was a general announcement given by Commissioner Ramey that the Friends would be having a stuffing party on September 13, 1984 at 5:30 p.m. in the Bay Club. There would also be a potluck for Commissioners & Friends at Commissioner Ramey's home on September 17 from 6:00 to 8:00 p.m., and there would be some general discussion regarding logistics and technical organization for the fundraiser.

V. COMMITTEE REPORTS:

Sexual Harassment Committee:

Commissioner Huie reported that the Sexual Harassment Committee members have been busy writing out a draft of a general brochure on sexual harassment in cooperation with the Bay Area Sexual Harassment Clinic, who will include their description of their services in the brochure. Also, Anne Yee of the Asian Women's Resource Center has been an active participant in the writing of the brochure. The brochure will be translated into Cantonese and Spanish after it is completed.

Commissioner Huie also reported that she wrote a letter to Nancy Swadish of San Francisco Community College asking for a confirmation of the date for the workshop to be conducted on sexual harassment for their middle-management personnel. The training would be given by one of the consultants which the Commission referred. Ms. Swadish has given the responsibility of organizing the workshop to their Affirmative Action Officer. The Affirmative Action Officer will be getting back to us to set a date for a meeting to discuss the Community College's decision.

Ms. Yrigoyen reported that either Jacquie Hale or herself would be giving a presentation on sexual harassment at City College of San Francisco during their lecture series in October.

Commissioner Ramey requested that Ms. Yrigoyen send letters regarding the S.H.E. bills that are at the Governor's desk. She also stated that the Commission needs to discuss the Sexual Harassment Helpline at the retreat, and requested that Ms. Yrigoyen prepared a statistical report regarding the Helpline.

Rape Awareness, Prevention & Education Committee:

Commissioner Eberth reported that Candace Pierson from Columbus Ohio's Assault Prevention Project would be conducting a training on sexual abuse prevention and treatment for the developmentally disabled and chronically mentally ill, from 2:00 to 4:00 p.m. on September 20, 1984. For further information call 558-3653.

Commissioner Eberth also reported that the S.A. bus poster will be revised, describing the services available to victims of sexual assault, sexual abuse and incest.

Commissioner Eberth also informed the Commission that she has been invited to speak in Norway at the Women's Tribunal and the Law University, as well as on their educational national television station. Commissioner Eberth will be speaking on the issue of sexual assault, and how the San Francisco system deals with its sexual assault victims.

Commissioner Squires reported that she attended the Marina library presentation on sexual assault, and that the film was excellent, as was the woman presenter; she was very well prepared and had a well-designed display. Commissioner Squires encouraged everyone to attend future presentations.

Commissioner Eberth also reported that the trainings for the police department and the District Attorney on how to conduct interviews with child sexual abuse victims will take place in January and February of 1985 She also said that the first free self-defense class for low-income 8 to 10 year old girls is being coordinated by the Children's Self Help Project in San Francisco.

Comparable Worth Committee:

Commissioner Owens reported that the California Commission on the Status of Women just published a booklet on comparable worth. She also reported that at the Women's Economic Agenda meeting, Supervisor Nancy Walker said she would like to include the comparable worth fact sheet for the board hearing on comparable worth.

Domestic Violence Committee:

Commissioner Brecka reported that the demestic violence planning meeting held on August 16, 1984 consisting of both the Experts Panel and the Domestic Violence Committee was very successful. Ten agencies and groups that work with domestic violence were represented. The Committee decided the forum of 1984-85 should be public education, identifying and stratigizing for funding for domestic violence programs. There was also some discussion regarding doing public service announcements for domestic violence programer. The committee will try to coordinate something along that line with the publicity committee in regard to the public hearing. The public hearing will be conducted in November. Ms. Yrigoyen will secure a hearing room, and the date of the hearing will depend on the avilability of the rooms at City Hall.

Commissioner Brecka reported that the next Domestic Violece committee meeting will be held on October 4, 1984. The Experts Panel will be meeting at 11 a.m.; the general committee will be meeting at 12 noon.

Publicity Committee:

Commissioner Squires reported that the number one priority right now is to publicize the fundraising event, and that she needs all the Commissioners to provide her with names and addresses of monthly newsletters as soon as possible.

VI. STAFF REPORT

Ms. Jacquie Hale reported that the 1424 requisition was approved, and that the Commission on the Status of Women will be hiring a clerk typist as soon as Civil Service sends a qualified applicant from the Civil Service list.

Ms. Hale reported that she will be on vacation from Seprember 24 to October 8, 1984. Ms. Hale met with Margaret Kisliuk, and they reviewed the 1983-84 MBO performance; Ms. Hale will submit a formal program performance assessment report.

Ms. Hale reported that the Commission office has now moved downstairs to the 4th Floor in Room #409, and will be having an open house on October 19 from 4:00 to 7:00 p.m.

Ms. Hale also reported that the staff will be sending out 1000 invitations to the fundraiser; Staff has provided technical assistance on sponsors' coordination; staff will handle much of the publicity for fundraiser; staff will send out invitations and a thank you note to sponsors; staff will send out more invitations to honorees and Commissioners.

Ms. Hale requested that commissioners submit their committee reports and their committee membership criteria; the intention is to do a workforce composition report and set affirmative action goals.

Ms. Yrigoyen reported that she prepared a presentation on sexual harassment in Spanish for the Instituto Lavoral de la Raza. Unfortunately, the Spanish speaking monolingual women that were invited were not able to attend, so there will be another program coordinated with Instituto in the near future. Ms. Yrigoyen reported that Sylvia Courtney, an Attorney and professor of law, and Sylvia Correro of Instituto Laboral de la Raza, will help with the translation of the general brochure on sexual harassment once it is completed.

Ms. Yrgoyen also reported that she has a recent statistical report on the Sexual Harassment Helpline, and that she will bring it to the retreat for review. Ms. Yrigoyen reported that a counselors' meeting was organized, and that there was a small turnout, but that the meeting was helpful. She also stated that there is a need to recruit new counselors, as well as to sponsor another refresher course for current counselors. Ms. Yrigoyen will be the person in charge of the Sexual Harassment Helpline, answering the phone as well as being the liaison between the Commission and the counselors.

VII. CHAIR'S REPORT:

Commissioner Ramey reported that Senate Bill 701, a comparable worth bill by Senator Roberti is sitting on the Governor's desk. The bill states that there should be a comparable worth study and provide money to create a comparable worth commission. Commissioner Ramey believes that if the Governor vetoes it, this will substantly increase the State's exposure to a lawsuit. (Post Note: Governor vetoed SB701).

Commissioner Ramey also reported that Assembly Bill 3193, Hayden's bill, is sitting on the Governor's desk. This would require the disclosure of salary information of both public and private workers. This is a good example of how many issues there are related to comparable worth that don't appear to be. (Post Note: Governor signed bill, effective January 1985).

Commissioner Ramey reported that the Childcare committee's future should also be discussed at the retreat.

Commissioner Ramey reported on another comparable worth bill by Senator Watson, Senate Bill 711. This bill would require the Department of Fair Employment & Housing to do a one-time-only report to the legislature in 1984-85, on how they are handling pay equity cases and issues. It is also sitting on the Governor's desk. (Post note: SB711 was vetoed by the Governor).

VIII. OTHER BUSINESS:

General discussion took place regarding the request of City Supervisoral candidates Julianne Malveaux and Pat Norman to receive a copy of the Commission's mailing list for campaign purposes. It was decided by consensus to comply with the advice that Jacquie Hale would get from the City Attorney's Office.

M/S/C Ogden/Sandlin to make the Commission's mailing list available to all candidates for supervisor in San Francisco, if in accordance with relevant legal requirements and the advice of the City Attorney.

IX. APPROVAL OF COMMISSIONER ABSENCES:

M/S/C Squires/Sandlin to approve Commissioner absences in accordance with Commission policy.

X. ADJOURNEMENT:

M/S/C Squires/Sandlin to adjourn the meeting at 6:10 p.m.

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Appointment from the State Service List.

COMMISSION ON THE STATUS OF WOMEN

October 9, 1984

The Agenda of this meeting is missing.

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MINUTES

Commission Meeting
State Building, 350 McAllister St., Room 1200

October 9, 1984
4:30 p.m.

I. CALL TO ORDER/ROLL CALL:
Commissioner Ramey called the meeting to order.

Commissioners present: Brecka, Eberth, Huie, Lathan, Martin, Ogden, Owens, Ramey, Sandlin, Squires, Wiles

Commissioners absent: None

Staff present: Jacquie Hale, Coordinator; Isabel Yrigoyen, Aide to Committees, Connie Fishman, Volunteer

Others Present: Eileen Gillis, Lesbian/Gay Community Liaison Unit, Human Rights Commission of San Francisco; Gail Roberts, Human Rights Commission of San Francisco; Sylvia Castellanos, Equal Employment Opportunity Unit, San Francisco Civil Service Commission; Joan Nossee, Staff Attorney, California Department of Fair Employment and Housing; Pat Niewenhuizen, Bay Area Sexual Harassment Clinic; Cheryl Nance, Sun Reporter; Janus Aurah, Cosmic Lady.

I. APPROVAL OF MINUTES OF COMMISSION MEETING OF SEPTEMBER 11, 1984:

M/S/C Eberth/Ogden to approve the minutes of the Commission meeting of September 11, 1984, as presented.

II. PRESENTATIONS FROM THE PUBLIC:

A. EILEEN GILLIS, LESBIAN/GAY COMMUNITY LIAISON UNIT, HUMAN RIGHTS COMMISSION OF SAN FRANCISCO:

Ms. Gillis described the three primary functions of her unit: 1) to staff the Human Rights Commission's Lesbian/Gay Advisory Committee, a special committee established by the Board of Supervisors in 1978; 2) to serve as a liaison between the Lesbian/Gay community and the government, and to ensure that the special needs of lesbian/gay citizens are addressed, and 3) to handle sexual orientation discrimination complaints in San Francisco.

She urged the Commission to include the concerns of lesbian women in all its work, as well as to target issues of particular concern to lesbian women, such as: the needs of the large number of lower-income lesbian women, especially as regards the issue of comparable worth, insuring that adequate legal recognition is given to lesbian/gay relationships, such as through the proposed domestic partnerships ordinance; the special needs of lesbian women for health care, especially as regards substance abuse and adequate funding for lesbian/gay programs in that area; the complex needs of lesbian mothers as single mothers, as well as their needs for adequate legal protection, the needs of lesbian couples who are the victims/perpetrators of domestic violence, homophobic violence aimed at lesbian women, legislation which would increase the legal rights of lesbian women and gay men, such as a recent anti-violence bill allowing victims of anti-lesbian/gay violence to sue their assailants for damages, and Assembly Bill 1, prohibiting discrimination in employment based on sexual orientation.

Ms. Gillis noted that she specialized in handling sexual orientation discrimination complaints in public accommodations and employment, which number approximately 120 per year. The Commission is empowered to mediate and conciliate such complaints: last year it was able to obtain $6,000 in monetary remedies as well as to reach negotiated decisions affording some non-traditional remedies.

Ms. Gillis also noted that the lesbian community is often outside of the ~~mainstream feminist community~~ (such as is represented on the Commission),

This is often due to a lack of trust within the lesbian community of such groups. She urged the Commission to make itself more "trustable" and to include lesbian concerns in its work.

Commissioner Drecka noted that the Domestic Violence Program fund Committee had encouraged testimony from the lesbian community at its upcoming public hearing on domestic violence, and invited Ms. Gillis to attend the hearing and give testimony. Ms. Gillis noted that WOMAN, Inc. had done some work regarding domestic violence in the lesbian community. Commissioner Ramey remarked that it was important that the Commision hear from lesbians regarding their concerns, and for the Commission to increase its outreach efforts to them. Commissioner Owens commented that she had invited representatives of the lesbian community to serve on the Comparable Worth Committee.

B. GAIL ROBERTS, HUMAN RIGHTS COMMISSION:

Ms. Roberts reported on the status of the recently passed "MBE-WBE/LBE Ordinance" which establishes "set asides" for minority, women, and locally-owned businesses and increases opportunities for those types of businesses with the City and County of San Francisco. The ordinance establishes bid preferences to certified minority-owned, women-owned, or locally-owned firms. It sets goals for the percentage of city contracts awarded to certified minority, women, or locally-owned business enterprises.

Ms. Roberts reported that rules and regulations regarding the ordinance had been issued, and that a directory of certified businesses had been distributed to all City departments for use in finding certified firms. She also reported that the Human Rights Commission was conducting outreach to MBE's and WBE's and had established a "contract registry" (available to contractors at a $50 per year subscription), listing potential or current contracting opportunities with the City. She also noted that all City departments were required to submit a management-by-objectives style plan of how they would implement the ordinance by September 30, and that the majority of departments had complied with this deadline.

Some discussion followed. Commissioner Ramey noted that the Commission would like to work with the Human Rights Commission to publicize the ordinance and perhaps to conduct community training. Ms. Roberts replied that this might be a possibility. Ms. Roberts noted that she had long been concerned with the danger of "double-counting" minority women, and that for the purposes of the ordinance, it had been established that minority women-owned business enterprises would be considered to be 75% minority-owned firms and 25% women-owned firms.

She also reported that the ordinance had specified that a revolving fund be established to help MBE's and WBE's obtain funds for performance bonds and other major expenses blocking them from doing business with the City. The Human Rights Commission has retained a private consultant to begin work on a survey to determine the details of such a fund. Ms. Roberts noted that special help was needed for women in starting their own businesses.

Commissioner Ramey thanked Ms. Roberts for her hard work on the ordinance and its implementation, and invited her to attend the Commission's upcoming Third Annual Celebration of San Francisco Women.

IV. PRESENTATIONS FROM THE COMMISSION:

Commissioner Isabel Huie gave a brief update on the work of the Sexual Harassment Committee. She reported that the Committee was working with the Bay Area Sexual Harassment Clinic on a general information brochure on sexual harassment in employment, now in its third draft. The Committee is also planning to increase publicity for the Sexual Harassment Helpline (863-7444) to recruit new Helpline counselors. It plans to hold a "refresher" training session for current counselors by the end of the year. She noted that counselors bilingual in Chinese and/or Spanish were especially neede, and thanked the Asian Women's Resource Center for their recruitment efforts.

Commissioner Huie also reported that she would meet with Sylvie Jacobson, Coordinator of the Civil Service Commission's Equal Employment Opportunity Unit, regarding the need for training of first-line supervisors within the City, especially in those departments where women were employed in non-traditional jobs. She noted that the Commission had received two requests from the Community College Districts for assistance in finding training for their staffs, and that the Committee planned to expand its referral lists of consultants in this area.

Silvia Castellanos, Affirmative Action Specialist with the Civil Service Commission's Equal Employment Opportunity Unit.

Ms. Castellanos described the work of the Unit in handling sexual harassment and other kinds of discrimination complaints and distributed a memorandum with statistics on sexual harassment complaints filed with Civil Service. She explained that when an employee wants to file a sexual harassment complaint, Civil Service staff first validates that person's experience as sexual harassment and explain their legal options through their department. Civil Service and union procedures. If the employee files a formal complaint, Civil Service staff then notifies the employee's department head/supervisor and strongly encourages all parties to reach an informal resolution through mediation assisted by Civil Service staff. If after investigation and mediation there is no resolution, the complaint is heard by the Civil Service Commission's Discrimination Hearing Panel, whereupon a final and binding finding is issued by the panel.

Ms. Castellanos noted that she had seen a steady pattern of sexual harassment in areas where women have not been traditionally employed. These are potentially dangerous situations because of the increased amount of heavy equipment, tools, etc. on these jobsites which could be used to escalate employee conflicts. She noted that many women in non-traditional employment with the City were meeting bi-weekly to discuss their experiences and find ways to handle problems, with the assistance of Civil Service staff.

Some discussion followed. Commissioner Ramey asked if training to eliminate sexual harassment was mandatory in City and County employment. Ms. Castellanos noted that it was not, and suggested that many new employees within the system might be given specific information on sexual harassment on the job, and that the City's ordinance and policies prohibiting sexual harassment might be distributed yearly with the City's racial slurs policy.

Joan Nossee, Staff Attorney, California Department of Fair Employment and Housing.

Ms. Nossee described the complaint process at DFEH and some of its problems. She noted that DFEH handled civil rights discrimination complaints in cases concerning housing and employment . Complaints filed with DFEH are automatically cross-filed with the Equal Employment Opportunity Commission (EEOC), the similar federal agency. She noted that the advantages to filing a complaint with DFEH included its jurisdiction over employers with one or more employees (rather than EEOC's jurisdiction over those with fifteen or more employees), and its ability to recover larger monetary as well as other types of damages not available through EEOC.

She explained that when an employee wishes to file a discrimination complaint with DFEH, they must first phone the agency for a pre-complaint questionnaire, and complete and return it. If after review of the questionnaire the agency finds the allegations worth pursuing, the employee can then make an appointment to meet with a consultant (investigator) and file a formal complaint, whereupon formal investigation begins. Such investigations can take up to one year to complete. The complaint then may be referred to a staff attorney or closed. She noted that the entire process can take up to three years to complete. She also noted that while there were twelve consultants in the Department's Los Angeles and San Francisco offices, there were only two attorneys, resulting in a heavy backlog. Consultants are encouraged to close up to 25-35% of their cases per month, resulting in some 'good' cases never reaching a staff attorney.

She encouraged those considering filing discrimination complaints to take three major steps to assist their cases. 1) keep a detailed diary of all events related to the case--incidents of discrimination/harassment, exactly what was said or done, who else was present, any time or money spent on medical expenses related to the discrimination/harassment, etc. This diary should be very specific, made with the employee's own supplies, and kept separate from the workplace, 2) tell co-workers, friends, and family members to keep similar diaries of their knowledge of the case, 3) get a copy of their own personnel file before any charges are brought and keep it in a place separate from the workplace. Ms. Nossee emphasized that these steps could be vital if a formal complaint is filed in order establish evidence, find witnesses and build a case for compensatory damages.

Commissioner Brecka asked Ms. Nossee if funding and staffing problems were worse at DFEH under the Deukmejian administration, she replied that adequate staffing was always a problem. Commissioner Ramey commented that Governor Deukmejian had vetoed a bill which would provide for a one-time survey regarding

sexual harassment and comparable worth throughout the state last year. Ms. Yrigoyen asked if any statistics on the number of minority women served were available and noted that in the past she had helped a potential complainant who was monolingual file a complaint at DFEH. She noted that the agency had bilingual literature, but no bilingual staff. Ms. Nossee replied that no such statistics were available, but that she understood that one bilingual staffperson had been hired.

PAT NIEWENHUIZEN, Bay Area Sexual Harassment Clinic.
Ms. Niewenhuizen explained that the Clinic was a project of the National Lawyers' Guild, the Women's Labor Project and the Anti-Sexism Clinic in conjunction with Women Organized Against Sexual Harassment. The Clinic provides three basic services to victims of sexual harassment: 1) support and counseling, 2) referrals, and 3) advocacy. Through its advocacy services to victims of sexual harassment, Clinic staff accompanies clients when filing complaints, helps them to interpret legal information, ensures that all appropriate parties are named as respondents in the complaint, helps employees draft letters, and attend formal hearings. She noted that Clinic staff emphasized letting employees make their own decisions regarding their cases, while brainstorming with them to determine their options. The Clinic is open every Wednesday night from 6:30 p.m. to 8:30 p.m. for both drop-in and call-in clients at the offices of Equal Rights Advocates, 1370 Mission Street, Fourth Floor, or by calling 621-7938. She also noted that a "rap group" was help each Wednesday from 7:30 P.M. to 8:30 P.M. A supervising attorney and licensed counselor are available each week. All staff are lay counselors trained to counsel employees regarding sexual harassment and in spotting legal issues.

VI. COMMITTEE REPORTS:

Domestic Violence Program Fund Committee:
Commissioner Brecka noted that in recognition of National Domestic Violence Awareness Week, KRON-TV Channel 4 had shown the movie, "The Burning Bed," based on the story of domestic violence victim Francine Hughes, and would include special segments within their news programs on domestic violence. She remarked that although more in-depth coverage of the issue was needed in the media, she appreciated the station showing the phone numbers of local agencies serving both victims and batterers after the movie.

Commissioner Brecka reported that the Committee had divided into two groups, both of which would meet on October 31, 1984, to prepare for the Commission's annual public hearing on domestic violence. The two groups are the Domestic Violence Experts Panel, which will continue to administer the Domestic Violence Program Fund, and the Domestic Violence Committee, which will work on more general issues, including work with the D.A.P.F. Coalition.

The Commission's annual public hearing on domestic violence will be held on November 14, 1984, from 4:00 P.M. to 6:30 P.M. in the San Francisco Public Health Building, 101 Grove Street, Room 300. Testimony will be heard in groups determined by the nature of the agencies or persons testifying (i.e., service providers, criminal justice agencies, foundations, etc.), with special emphasis on testimony from domestic violence victims regarding service delivery and system problems. To aid in obtaining written testimony, the Committee would send forms specific to each area to local agencies and organizations. Judges will also be invited to testify.

Commissioner Brecka asked all commissioners to assist the Committee in recruiting women of color to serve on the Committee. Committee member Commissioner Martin noted that the Committee felt very strongly that there was a desperate need for more funds for domestic violence programs in San Francisco. Commissioner Eberth suggested that the Committee might also study other programs funded by the City to compare their funding levels with those of domestic violence programs.

Comparable Worth Committee:
Commissioner Evans noted that the fact sheet on comparable worth developed by the Committee was scheduled to be delivered by graphic artist Pamela Wilson to the Women's Press that week, with the aim of distributing the fact sheet by October 15th. She reported that the Mayor's Task Force on Comparable Worth was scheduled to meet on October 19, 1984, and that she was in the process of submitting reports to Margaret Yislick in the Mayor's Office regarding women in non-traditional City employment, to in turn be submitted to the Mayor. She also reported that the Committee would be represented at the Board of Supervisors-SEIU Local 400 Comparable Worth Committee meeting of October 16, 1984.

Commissioner Carey reported that she had sent a draft legal opinion to the City Attorney's Office establishing that comparable worth could be implemented under the City's charter. She also reported that she was drafting a preliminary report on the activities of the Mayor's Task Force on Comparable Worth to date. She commented that in all discussions on comparable worth, it was very important to stress that affirmative action is not a substitute for comparable worth.

Commissioner Carey reported that she had attended the Santa Monica Commission on the Status of Women's recent conference on comparable worth, which the Commission co-sponsored.

Legislative Committee:
Commissioner Martin reported that she was preparing a list of bills on which the Commission had taken action and their final disposition, noting that some of the beneficial sexual assault and child sexual abuse bills the Commission had worked on had been passed, but that many bills affecting women's economic status had been vetoed. She reported that once the list was complete, she would report to the Commission and distribute a special bulletin to the Commission's Legislative Network.

Commissioner Martin reported that the Committee would meet with local legislators sometime before the end of the calendar year regarding legislation to be introduced in January. She asked that each committee consider one piece of legislation which it would like to have introduced in the next legislative session.

Commissioner Martin also noted that if passed, Proposition 36 would affect the Commission by disallowing increases in the portions of marriage license fees collected in the Domestic Violence Program Fund over the past two years.

Publicity Committee:
Commissioner Evans reported on the [illegible] of the Commission office's open house on October 12, 1984, and that [illegible] Volunteers for Commission invitations for the event.

Commissioner Squires reported that press releases and public service announcements for the "Third Annual Celebration of San Francisco Women" fundraising reception on November 2, 1984, in the City Hall rotunda had been sent, and asked commissioners to send her any clippings or note any radio or television announcements on the event. She also informed commissioners that no one connected with the Commission could make any commitments for the event's guest speaker, astronaut Sally Ride, but that she would collect written requests for interviews and forward them to NASA.

II. STAFF/CORRESPONDENCE REPORTS:

Ms. Hale introduced Connie Fishman, a social policy research analyst, who had generously volunteered to work in the Commission office two days a week, and thanked her for her help. She noted that recent staff projects had concentrated on preparations for the November 2nd Celebration and the annual public hearing on domestic violence.

Ms. Hale reported on the following correspondence received:

FROM Rita Brennan, The New Conservatory Children's Theatre Company and School, letter thanking the Commission for sharing its mailing list and invitation to its latest production, "Runaways" (contact: 441-0564);

FROM San Francisco Legal Assistance for Women/WOMAN, Inc., announcement and agenda for "Responding to Domestic Violence: A Decade of Progress," October 27, 1984 (contact: 839-4003);

FROM Cultural Information Service, viewer guide for "The Burning Bed" (contact: P.O. Box 786, Madison Square Station, New York, NY 10159);

FROM San Francisco Civil Service Commission, announcement of "Making Contact: Cross-Cultural Issues for Professionals," October 30-November 1, 1984 (contact: 558-2478).

III. CHAIR'S REPORT:

Commissioner Ramey welcomed Commissioner Lathan back to active involvement following her recent illness. She also announced that Commissioner Miles would be serving on the E.A.P.C. Coalition and the Minority Women's Committee.

Commissioner Ramey reminded commissioners of the Commission's first planning retreat, October 14, 1984, from 11:00 A.M. to 4:00 P.M. at her home, and asked that planning questionnaires for the retreat be returned to the Commission staff before that time.

IV. ADJOURNMENT:

M/S/C Martin/Uberth to adjourn the meeting at 6:45 P.M.

THE NEXT MEETING OF THE COMMISSION ON THE STATUS OF WOMEN WILL BE HELD ON TUESDAY, NOVEMBER 13, 1984, AT 4:30 P.M. IN THE STATE BUILDING, 350 MC ALLISTER STREET, ROOM 1200. ALL COMMISSION MEETINGS ARE OPEN TO THE PUBLIC AND WHEELCHAIR ACCESSIBLE. FOR INFORMATION OR TO BE PLACED ON A COMMISSION MEETING AGENDA, PLEASE CALL THE COMMISSION OFFICE AT (415) 558-3653/TDD (415) 558-4001.

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MINUTES

Commission Meeting
State Building, Room 1200
350 McAllister Street

November 13, 1984
4:30 P.M.

PLEASE NOTE: COMMISSION MEETING TIMES WILL CHANGE TO 5:30 P.M. ON EVERY SECOND TUESDAY OF THE MONTH AFTER NOVEMBER 13, 1984. PLEASE CALL THE COMMISSION OFFICE FOR INFORMATION OR TO BE PLACED ON THE AGENDA.

I. CALL TO ORDER/ROLL CALL:
Commissioner Ramey called the meeting to order.

COMMISSIONERS PRESENT: Brecka, Eberth, Huie, Lathan, Martin, Ogden, Owens, Ramey, Wiles

COMMISSIONERS ABSENT: Sandlin, Squires

STAFF PRESENT: Jacquie Hale, Coordinator; Isabel Yrigoyen, Aide to Committees; Connie Fishman, Volunteer Research Assistant

OTHERS PRESENT: Barbara Sanford, U.S. Dept. of Labor Women's Bureau; Margo Shimnamon, Friends of the Commission board of directors; Kirby Sark

II. APPROVAL OF MINUTES OF COMMISSION MEETING OF OCTOBER 9, 1984:

M/S/C Eberth/Brecka to approve the minutes of the Commission meeting of October 9, 1984, as presented.

III. PRESENTATIONS FROM THE PUBLIC:
As both presentors scheduled were unable to attend the meeting, Commissioner Ramey asked Barbara Sanford, program development specialist with the United States Department of Labor Women's Bureau in San Francisco, to deliver a brief presentation.

Ms. Sanford stated that the Women's Bureau was established in 1920 by an act of the U.S. Congress to serve as an advisory body on working women's concerns to both the federal government and women's organizations. The Bureau aims to act as a catalyst and clearinghouse, as well as to monitor federal laws with impact on working women and to serve as liaison between women's organizations and agencies in Washington, D.C. Commissioner Ramey asked if the budget cutbacks in the Reagan administration had affected the Bureau; Ms. Sanford replied that they had some effect on staffing patterns, as the San Francisco office of the Bureau's executive direction position which had previously been a "job-share" position was now a full-time, unshared position.

IV. FRIENDS OF THE COMMISSION LIAISON REPORT:
Margot Shimnamon of the Friends board of directors reported that no figures were available as yet on proceeds from the "Third Annual Celebration of San Francisco Women" reception of November 2, 1984, but were expected shortly.

Commissioner Ramey expressed the great appreciation of the Commission and the Friends Board to guest speaker Sally Ride for her tremendous help with the event.

V. PRESENTATIONS FROM THE COMMISSION:

Commissioner Judith Brecka and Sue Martin on Domestic Violence:
Commissioner Brecka remarked that the CBS television program, "60 Minutes" had that week featured a story on domestic violence, following the airing of the movie, "The Burning Bed." The story reported that every twelve hours in the United States a woman becomes a victim of domestic violence. She then

played a tape of an interview with a domestic violence victim, "Emily," who described what it is like to be a victim of domestic violence and explained how powerless many women are in that situation.

Commissioner Martin stated that 41% of all serious assault-related calls to the San Francisco Police Department are domestic violence related, totalling approximately 380 calls per week in San Francisco. This is an increase of 2% from the 1981 "crimewatch" conducted by the Family Violence Project. She explained that domestic violence is often not recognized as a serious and dangerous crime, despite the fact that domestic violence -- family and relationship-related violence -- consistently composes the largest category of homicides committed in San Francisco.

Commissioner Martin continued by refuting many common misconceptions about domestic violence. Domestic violence affects all economic groups, all educational backgrounds, all societal levels; statistics often show a larger proportion of domestic violence cases affecting lower-income groups and ethnic minorities because these are often the groups who must utilize public assistance and other services from which statistics are most easily gathered, while upper and middle income and non-minority groups commonly are able to turn to other resources from which statistics are unavailable or more difficult to gather.

Domestic violence does not stop when a couple becomes divorced or separated; service providers in the field are now seeing a larger number of domestic violence cases involving ex-spouses or separated spouses. Domestic violence is not the result of a "bad relationship" and cannot be "cured" by improving the relationship -- the violence in a relationship is a separate and unique issue, an option used by the batterer to express feelings which might otherwise be expressed in exclusively non-violent ways. Research has shown that violence in relationships is a response to stress, not a cause, an indication of feelings of powerlessness by the batterer. She noted that this is an important fact for many victims to realize, as many women feel that if their relationship changes, the violence will stop, which is not true.

Commissioner Martin outlined the effects of domestic violence on children of a victim and batterer, noting that the effects of children watching their parents being beaten -- even if the children are themselves not beaten -- often appear indirectly. She gave the example of a pre-school child who drops out of school two weeks after witnessing his mother being beaten by his father. Commissioner Ramey asked if the Family Violence Project provided childcare for the children of victims while conducting interviews; Commissioner Martin replied that childcare is provided when possible, but rarely, as it is expensive. Shelters are often a female victim's best option.

Commissioner Brecka stated that it was the book Battered Wives by former Commissioner Del Martin which had really galvanized public opinion and begun the movement in the United States and abroad to recognize and work to eliminate domestic violence. She noted that in 1980, California Senator Robert Presley authored Senate Bill 1246, which established the first state-based funding for domestic violence programs in California, collected from portions of marriage license fees. This form of funding was chosen not only because much domestic violence occures in marriage, but because it provided a small but stable source not involving increased taxation in the post-Proposition 13 era.

The Commission on the Status of Women has administered these monies for the County of San Francisco since 1980, providing $15,828 to Women Organized to Make Abuse Non-Existent, Inc. (WOMAN, Inc.) and $74,821 to La Casa de las Madres in 1984-85. She strongly exmpahsized that much more money was needed to adequately fund local and national domestic violence programs, as these portions of marriage license fees composed a very small part of only two programs' budgets. She also noted that for the past two years the Commission had administered $75,000 each year to La Casa de las Madres from the City's general fund, still forming only a small percentage of what the shelter needs to provide services at a maintenance level. She remarked that it was her

personal feeling that the City has a duty to fully fund shelters and services for battered women and their children, as the reduction of domestic violence could have a substantial impact on the overall reduction of crime and the resulting reduction in the cost of police responses, district attorneys' cases, and court time. She also noted restrictions placed upon the types of programs which may be funded through portions of marriage license fees, eliminating many programs which serve special populations, such as Cameron House, which serves San Francisco's Asian community but is unable to provide immediate emergency housing, and Rosalie House, which also provides services to victims of sexual assault. She again stressed the great need for increased funding for domestic violence programs, stating that if all San Francisco programs were fully funded, they would most certainly be fully utilized.

Commissioner Martin described changes in the criminal justice system regarding domestic violence. She noted the importance of police response to domestic violence, as most victims of domestic violence turn to the police for help more than any other agency, and that the police in effect maintain the values of our society. As police departments compose the only system that provides protection to victims and deals with offenders, it is vital that police officers treat domestic violence as a serious, violent crime. She noted that in 1980, the Coalition for Justice for Battered Women worked with the San Francisco criminal justice system to establish a police protocol for handling domestic violence cases, as well as to provide training for officers and to begin data collection on the actual number of domestic violence cases. This protocol requires that police officers arrest offenders in domestic violence cases if they have reason to believe a felony has been committed. In alleged misdemeanor cases, police officers must inform the victim that she/he can perform a citizen's arrest, which must be enforced immediately. In addition, officers may not dissuade victims from making such an arrest.

The Coalition also worked with the District Attorney's Office to obtain a special prosecutor position to work on domestic violence cases, now filled by Marlene Johnson. The Family Violence Project also has worked with staff at San Francisco General Hospital to provide education and to insure that all felony victims are recognized by Hospital staff and are made aware of services through the criminal justice system. She noted that the goal of these efforts is not to "lock up" every offender; often domestic violence arrests act as deterrents to offenders, even if the case never goes to court. Humane options have been developed to attempt to solve the problems inherent in domestic violence rather than merely incarcerating offenders. First-time offenders are given options to enter diversion programs and receive counseling as well as to address substance abuse problems, which are common. Commissioner Lathan inquired as to the distinction between felony and misdemeanor cases; Commissioner Martin replied that the choice of charges depends on the extent of injury to the victim and whether a weapon was used. She stated that San Francisco is one of the few cities in the United States to expend significant resources on addressing this most serious and widespread crime.

Commissioner Brecka then addressed the civil issues involved in domestic violence cases. She stated that since California adopted "no-fault" divorce laws, temporary restraining orders (TRO's) are now available in dissolution (divorce) proceedings. In 1976, Judge Donald King re-wrote the rules of court pertaining to domestic relations cases to streamline citizens' abilities to obtain TRO's and make TRO's more effective, including allowing exclusion orders prior to hearing. In 1979, an amendment was passed to the Civil Procedure Code which extended the Family Violence Act to include unmarried couples, including lesbian/gay relationships and elderly abuse. It also made restitution available to victims, although this is rarely ordered, and usually only in dissolution cases involving severe injury.

It is frequently very difficult for victims to obtain TRO's, as victims are often unable to afford filing fees and related costs. WOMAN, Inc. provides assistance in obtaining TRO's through its legal clinic, including help in

preparing necessary forms, "walking through" the system, and helping to get filing fees waived. Waiver of filing fees is partciularly difficult to obtain for the "working poor" -- families where the sole provider is working at a low-income job and does not qualify for public assistance but cannot spare subsistence money for filing fees. She recommended that greater flexibility toward fee waivers be used in these cases.

She also noted the extreme difficulty most domestic violence victims experience in finding affordable legal services, recommending that more attorneys be recruited to handle domestic violence cases and that more attorneys offer their services pro bono (free) or at lowered cost.

Commissioner Ramey thanked Commissioners Brecka and Martin for their presentation. She asked that Commissioner Ogden make an informational presentation to the Commission at its December 11, 1984, meeting on the recently passed minority owned business enterprise/women owned business enterprise/locally owned business enterprise (MBE/WBE/LBE) ordinance in place of her own scheduled presentation on childcare. She also asked Commissioner Owens to make a presentation at the Commission's January meeting on lesbian women's issues.

VI. CHAIR'S REPORT/ADMINISTRATIVE COMMITTEE REPORT:

Commissioner Ramey reported that, on behalf of the Commission, she had submitted a pleading in the San Francisco Superior Court for the plaintiffs in a sexual harassment case several women had filed against their supervisor and the San Francisco Sheriff's Department with an administrative hearing panel. She explained that while she did not presume to anticipate the final decision of the administrative hearing panel which would hear the case, she felt that the strategy used by the defense could have severe negative ramifications for the future efforts of the Commission and the City at large in attempting to eliminate sexual harassment in City and County employment.

This defense, as she explained it, held that the defendant had been "singled out" for charges although such behavior was both a common practice in the department and commonly undisciplined. Commissioner Ramey further explained that the pleading she filed pointed out that if such a defense were successful, it could make it very difficult for the Commission to fulfill its mandate under the City ordinance prohibiting sexual harassment in City and County employment and naming the Commission and the Human Rights Commission as agencies designated to provide "assistance as appropriate" to employees and applicants for employment with the City. She announced that the Superior Court hearing would be November 15, 1984. She noted that she would have liked to bring this matter to the Commission for a vote prior to filing, but needed to meet the Court's deadline at 4:00 P.M. that day. She then asked for formal approval for the pleading. She also noted that both the San Francisco Women Lawyers Alliance and Equal Rights Advocates had filed amicus briefs in the case.

M/S/C Brecka/Huie to approve the filing of a pleading in the San Francisco Superior Court on behalf of the plaintiffs in the current sexual harassment case against the San Francisco Sheriff's Department. Such pleading does state that if the defense in this case is found successful, it could have a severe negative impact on the Commission on the Status of Women's ability to fulfill its mandate and perform its functions under the City and County's ordinance prohibiting sexual harassment in City and County employment.

Commissioner Ramey then reported on the November 8, 1984, Administrative Committee meeting. The Committee recommended a new attendance policy for commissioners regarding Commission meetings, which she read and asked for Commission approval.

M/S/C Brecka/Owens to adopt a new policy regarding commissioner attendance at Commission meetings, as follows:

> Any commissioner who has been absent for four (4) meetings in any twelve month period of their service on the Commission will be deemed to be resigned from the Commission. The first of these four absences will be customarily excused; the last three of these four absences will be customarily unexcused. This policy shall take effect November 13, 1984, and shall act prospectively.

Commissioner Ramey reported the Committee's recommendation to change Commission meeting times to 5:30 P.M.; after brief discussion, there were no objections.

She reported that the Committee had discussed the Commission's recommendations to the Mayor regarding major priorities related to women's issues within the City as follow-up to its meeting with her to present position statements on issues of concern to women developed by participants at the May 1984 election year community meeting. The Committee had begun to finalize these recommendations, which included the issues of comparable worth, violence against women, sexual harassment, and childcare, and recommended that appropriate committee chairs draft priorities recommendations for the Mayor in their subject areas for report to the Commission at its December meeting. The recommendation was accepted.

Commissioner Ramey then reported on the progress of the Mayor's Task Force on Comparable Worth, which had requested a formal opinion from the City Attorney's Office regarding the need for a City Charter amendment in order to implement comparable worth in City and County employment. She suggested that a letter be sent to the City Attorney stating the Commission's position on the matter.

M/S/C Brecka/Owens to send a letter to the City Attorney informing him of the Commission's position that no City Charter amendment was necessary to implement the concept of comparable pay for jobs of comparable worth in City and County employment.

VII. COMMITTEE REPORTS:

A. Affirmative Action Committee (formerly Minority Women's Committee):
Commissioner Lathan reported that the Committee had met on November 7, 1984, and had begun to fulfill the recommendations of the Commission at its October 14, 1984, planning meeting/retreat. Those recommendations were to disband the former Minority Women's Committee and form the new Affirmative Action Committee, to be co-chaired by Commissioners Dorothy Lathan and Louise Ogden. The Committee would have two foci: (1) to monitor the internal operations of the Commission regarding affirmative action, including surveying current Commission committees membership, developing affirmative action goals, assisting in affirmative action recruitment, and monitoring progress toward those goals; and (2) to increase affirmative action efforts external to the Commission, including involvement in the implementation of the recently passed MBE/WBE/LBE ordinance.

The Committee recommended the following affirmative action goals for all Commission committees: to increase the participation of ethnic minorities on each committee by 35% within six months and by 50% within one year, and to increase the participation of the physically challenged, lesbian and senior communities by 5% within six months and by 10% within one year. She noted that Ms. Yrigoyen, staff to the Affirmative Action Committee, would be preparing a contact list of leaders in the various ethnic minority, physically challenged, lesbian, and senior communities which committee chairs and members could use to recruit new members and meet these goals.

Integral to this plan would be quarterly reports on progress toward these goals from each committee, beginning with a current status report. In addition, she reported that the Committee would also monitor other committee's programs to insure implementation of the Commission's recommendations from

its planning meeting/retreat to insure that 50% of each committee's programs concern ethnic minority women. Brief discussion followed.

M/S/C Lathan/Martin to adopt the recommendations and plans of the Affirmative Action Committee regarding internal goals and monitoring of affirmative action, in full.

B. Sexual Harassment Committee:
Commissioner Huie reported that she had requested $2,500 from Chevron to fund printing of the Commission's informational brochure on sexual harassment which the Committee was developing, and had received a positive response with a request for a cost breakdown, which she would develop with Ms. Yrigoyen.

She reported that the Committee would soon meet with the staff of the Airport Commission regarding institution of training to eliminate sexual harassment in that department, probably before the next Commission meeting. The Committee also would meet with the staff development committee of the Community Colleges District on November 20, 1984, regarding sexual harassment training in that department.

She reported that the Committee was investigating development of a flyer to replace the Commission's current brochure on the Sexual Harassment Helpline (863-7444), and again hoped to retain the services of graphic designer Pamela Wilson, noting that funds from the Friends of the Commission would be needed.

Commissioner Huie reported that Commissioner Eberth, Ms. Yrigoyen and she had met to follow-up on the Commission's recommendations at its planning meeting/ retreat regarding development of the Commission's 1985-86 budget request related to sexual harassment, and would submit drafts of its work at the December 11, 1984, Commission meeting.

She reported that longtime Sexual Harassment Helpline counselor Tina Shum of Cameron House had recruited and volunteered to train several bilingual Chinese/English counselors for the Helpline. An orientation co-sponsored by Cameron House, Asian Women's Resource Center and the Commission would be held at Gum Moon Residence Hall on December 5, 1984.

C. Rape Awareness, Prevention and Education Coalition:
Commissioner Eberth asked that a representative from the Commission be appointed to attend Victim Witness Assistance Program board meetings; Commissioner Brecka volunteered; there were no objections.

Commissioner Eberth reported that the Committee was developing a new version of the Commission's bus poster giving information telephone numbers for sexual assault and child sexual abuse service agencies. Graphic designer Pamela Wilson had generously offered to re-design it.

She reported that the Commission's grant proposal to Apple Computers for a computer to establish a sexual assault service providers information network was nearly ready. The network will allow agencies in San Francisco and Marin Counties to efficiently share information and compile statistics related to sexual assault and child sexual abuse.

Commissioner Eberth reported that the Committee had discussed the Commission's recommendations following the planning meeting/retreat and was re-organizing. It established its first goal for the coming year, to fund an in-service training for service providers working with developmentally disabled sexual assault victims, in lieu of continuing funding self-defense classes for young girls. She reported that Commissioners Brecka, Martin and she would meet soon to discuss the Commission's recommendations regarding joining the Domestic Violence Committee and the R.A.P.E. Coaliton.

Commissioner Eberth also gave a brief report on her recent visit to Norway to speak on sexual assault at a national tribunal. She remarked that its criminal justice system did not appear to be as advanced as ours, but that she observed women there working in every type of employment. She offered to prepare a full report on her trip for the Commission.

Commissioner Ramey also reported that she had met with nineteen women leaders from Japan, noting that commissions for women there received no government funding, except in Tokyo.

D. Domestic Violence Program Fund Committee:
Commissioner Brecka's written report noted that assignments had been made for the Commission's annual public hearing on domestic violence of November 14, 1984. The Committee's Experts Panel would meet on December 4, 1984. The Committee had decided to schedule a meeting with the Mayor's Office to discuss contract payment difficulties.

Commissioner Brecka noted that she would like to see as many commissioners as possible at the public hearing, noting that the composition of the hearing panel would change throughout the hearing to allow as many commissioners and Committee members as possible to hear testimony. She thanked Ms. Yrigoyen for her work on the hearing, as well as all Committee members.

E. Publicity Committee:
Commissioner Squires' written report noted that the Committee was beginning work on development of a general informational brochure on the Commission, and hoped to deliver it to the printer by January 1985. She asked that each committee chair review the new version of the Commission's fact sheet and revise relevant portions for the brochure by the next Commission meeting. She also reported that she would ask Mayor Feinstein for a statement of support for the Commission to be included in the brochure, as well as a statement from the president of the Friends of the Commission board of directors.

VIII. STAFF/CORRESPONDENCE REPORTS:
Ms. Hale noted that Debbie Anderson, international representative for the Hotel & Restaurant Employees & Bartenders Union was unable to make her scheduled presentation to the Commission because she was needed at a Local 2 strike negotiation meeting, and that she had asked her to relay her requests to the Commission. There were no objections.

Ms. Hale called the commissioners' attention to copies of informational materials on the strike and circulated copies of contact lists for the Metropolitan Club, an established private women's club being struck. Ms. Anderson asked that the Commission endorse the strike, and that individual commissioners contact any Club members to talk to them about the strike. She also noted that successful strike negotiations were particularly important now, as the struck restaurant owners had stated that they would not re-hire striking workers, the first time in San Francisco labor history that struck business owners had refused to re-hire strikers. Several commissioners agreed to contact Metropolitan Club members.

M/S/C Brecka/Huie to endorse the Local 2 Hotel & Restaurant Employees & Bartenders Union strike.

Ms. Hale reported that the Commission's annual 1985-86 budget request would be due to the Mayor probably by February 1, 1984, and asked for commissioners' assistance in its preparation. She reported that there had been delays within the Civil Service Commission in having the Commission's 1984-85 budgeted 1424 Clerk Typist position filled which appeared to be resolved, and that a new employee should be certified to that position soon. She also reported that the Commission's new word processor was reportedly due to be delivered sometime in December.

Ms. Hale reported on the request of Amy Levine, director of the University of California-San Francisco Women's Center, for the Commission' to contribute to and co-sponsor a speaking engagement for cartoonist Nicole Hollander. She

noted that she had attempted to determine a consensus for this request from the Commission between meetings as Ms. Levine had needed a quick reply, but was unable to do so. It was then the consensus of the Commission that no funds could be allocated for co-sponsorship of such an event.

Ms. Hale reported on several public speaking engagements of the commissioners and staff: Commissioners Ramey and Ogden had participated in a monthly panel discussion sponsored by Women Entrepeneurs; Ms. Hale had spoken to a group of students and faculty at City College of San Francisco on sexual harassment; Ms. Yrigoyen had spoken to a group of students at Horace Mann Middle School on the Commission and her role within the community and as a musician. She also reported that Ms. Yrigoyen was continuing her outreach efforts, meeting with international visitor Ebba Christensen, Paayfen Chang of the Asian Law Caucus, and Tricia Foster of Rosalie House.

Ms. Hale reported that the bulk of staff work during the past month had been in preparation for the domestic violence hearing, the November 2, 1984 reception held by the Friends of the Commission, and the Sexual Harassment Helpline. Staff emphases in the upcoming month were likely to focus on follow-up work for the public hearing on domestic violence, the Sexual Harassment Helpline training, and preparation of the 1984-85 budget request.

She then reported on the following items of correspondence received:

FROM Janice Toohey, San Francisco Women's Centers/Women's Building, response to Commissioner Ramey's earlier request to detail in writing the Building's experiences with City contracts and attempting to find women-owned businesses to do Building renovation work;

FROM Mayor Dianne Feinstein, cover letter as reply to Jan McDonald of the Math/Science Resource Center regarding the Math/Science Network, referring the Network to the Commission for further information and assistance;

FROM Mayor Dianne Feinstein, letter outlining the Commission's performance under the City's Management By Objectives (MBO) system during 1983-84, requesting recommendations regarding better coordination and effectiveness of City services in the area of sexual assault, asking for specific MBO targets to be set for the performance of the Commission's two contactors under the Domestic Violence Program Fund, asking that the Commission work with the Civil Service Commission's Equal Employment Opportunity unit to avoid duplication of effort in the area of sexual harassment, asking that the Commission work the Mayor's Office of Child Care to ensure coordinated efforts in that area, asking that the Commission raise its goal for increased attendance at Commission events to 15%; asking for re-structuring of the Commission's MBO plan; and asking for continued cooperation with other City departments. The letter also detailed the Commission's successes during the year, including funding self-defense classes for young girls, monitoring of the Domestic Violence Program Fund, development of a fact sheet on comparable worth, providing assistance to the Mayor in other areas related to comparable worth, operation of the Sexual Harassment Helpline, re-vitalizing the Commission's Legislative Network, and holding its special election year community meeting. The letter also noted the Commission's plans to meet with the Mayor in December 1984 to further discuss its recommendations regarding priorities issues following that meeting.

IX. ADJOURNMENT:

M/S/C Martin/Eberth to adjourn the meeting at 6:45 P.M.

COMMISSION ON THE STATUS OF WOMEN

December 11, 1984

The Agenda of this meeting is missing.

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CITY AND COUNTY OF SAN FRANCISCO
COMMISSION ON THE STATUS OF WOMEN
1095 MARKET STREET, ROOM 409
SAN FRANCISCO, CA 94103
(415) 558-3653/TDD (415) 558-4901

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MINUTES

Commission Meeting
State Building, Room 1200
350 McAllister Street

December 11, 1984
5:30 P.M.

I. CALL TO ORDER/ROLL CALL:
Commissioner Ramey called the meeting to order.

COMMISSIONERS PRESENT: Brecka, Eberth, Lathan, Martin, Ramey, Sandlin, Squires

COMMISSIONERS ABSENT: Huie, Ogden, Owens, Wiles

STAFF PRESENT: Jacquie Hale, Coordinator, Isabel Yrigoyen, Aide to Committees

OTHERS PRESENT: Sylvia Salley, San Francisco Wages for Housework Campaign, Lori Nairne, Wages Due Lesbians and San Francisco Wages for Housework Campaign, Debbie Anderson, Local 2 Hotel & Restaurant Employees & Bartenders Union, Dr. Lisbeth Bong, M.D.

II. APPROVAL OF MINUTES OF COMMISSION MEETING OF NOVEMBER 13, 1984:
The minutes of the Commission meeting of November 13, 1984 were approved by acclamation.

III. PRESENTATIONS FROM THE PUBLIC:

Lori Nairne, San Francisco Wages for Housework Campaign:
Ms. Nairne requested endorsement of a petition presented by Ms. Hale at the Commission meeting of November 13, 1984 as part of the Correspondence Report, which demands that women's unwaged labor be included as part of the gross national product (GNP). The petition drive was begun by Black Women for Wages for Housework and the International Campaign for Wages for Housework in London. The Campaign intends to present the signed petition to the final United Nations International Conference on Women to be held in July 1985 in Nairobi, Kenya. The Campaign feels it is important that women's unwaged work, such as housework and agricultural work, be included in the GNP, because the GNP is used by governments to determine social programs' development and funding. Programs which benefit women, such as childcare programs, are often neglected by governments because there is no documented value of women's unwaged work. Ms. Nairne noted that support for the Campaign was very strong at the last U.N. International Conference on Women in Copenhagen, Denmark.

Ms. Nairne explained that the United States petition drive began on November 11, 1984 with a march to City Hall to meet with the Mayor and present the Campaign's demands. As the Mayor was visiting China at the time, the Campaign met with Margaret Kisliuk of her staff and Ms. Hale. They discussed the Campaign's concerns, including: the need for free legal services for women, especially victims of domestic violence and prostitutes, the need for more quality childcare, including childcare for lesbian mothers, the discrimination inherent in recent lay-offs of nurse's aides, who are primarily lower-income and minority women, the need for upgrade programs for nurse's aides, opposition to the homeporting of the nuclear-armed U.S.S. Missouri and support of the Alameda Women's Peace Camp, and the Campaign's support for diverting funds for such programs to those providing resources for women, the need to stop police brutality against prostitutes, and to divert current criminal justice system funds to providing alternatives to prostitution.

Ms. Nairne also requested that the Commission assist the Campaign in publicizing the petition drive and its concerns with a copy of the Commission's mailing list and including flyers fromthe Campaign in the Commission's next minutes mailing. She also noted that the Campaign planned to hold grassroots women's forums sometime before July 1985, and requested the Commission's help in securing a meeting room for the forums. Some discussion followed.

M/S/C Martin/Eberth to endorse the petition presented to the Commission by the San Francisco Wages for Housework Campaign on December 11, 1984, calling for women's unwaged work to be included in calculations of the gross national product.

Commissioner Brecka asked the Campaign's permission to attach their list of demands to a domestic violence programs funding proposal the Domestic Violence Committee was developing. Ms. Sylvia Salley, director of the San Francisco Campaign, introduced herself and gave the organization's permission. There followed some discussion of a copy of a letter received by the Commission from the Mayor to the Campaign, noting her support of its concerns regarding the need for additional funding for domestic violence programs and childcare facilities, and her belief that efforts towards further funding should be aimed at the federal and state governments.

M/S/C Eberth/Sandlin to provide a copy of the Commission's mailing list to the San Francisco Wages for Housework Campaign and to include flyers provided by the Campaign in the next mailing of the Commission meeting minutes to aid the Campaign in publicizing its petition drive to have women's unwaged labor included in the gross national product and its list of demands related to women, and to assist the Campaign in securing a meeting room for its planned grassroots women's forums.

Debbie Anderson, Local 2 Hotel & Restaurant Employees & Bartender's Union:
Ms. Anderson thanked the Commission for its endorsement of Local 2's restaurant workers' strike, and apologized for not being able to make her scheduled presentation at the last Commission meeting. She noted that two thirds of the strike was now settled, but that Union members were still on strike against the Metropolitan Club, a private women's club. She explained that the strike had been very difficult, as the managment of the Club had consistently refused to negotiate with the strikers. She noted that the Union had recently received a letter from the Club's attorney informing it that the Union was no longer considered a representative of the Club, essentially cutting off all further negotiations, and refusing to re-hire striking Club employees. She noted that this action would have a severely negative financial and moral effect on the striking workers, most of whom are women and minorities. She also noted that the Union had met with a few Club members, though most of the Club's over 1,000 members preferred not to be involved in the strike.

Ms. Anderson explained that Club employees were striking against the Club management's actions to require employees to pay their own medical insurance, which if paid by the Club would cost approximately $1.00 per employee and if paid by employees would cost approximately $70.00 per employee, and to require employees to work without shift guarantees, thus working only on an hourly basis, which could require employees to work many "split" shifts with little notice of what hours they would be working from day to day. As most striking employees have children, this would make it very difficult for them to arrange for childcare or to plan their lives further than a day at a time.

Ms. Anderson noted that the Ivy Club, a private organization of the alumni of Ivy League schools, holds its monthly meetings at the Club, and would hold a dinner-dance there the following night. The Union intended to picket and leaflet the Club that night to inform Ivy Club members of the strikers' positions and concerns. Some discussion followed.

M/S/C Brecka/Martin to write to the President of the Ivy Club urging it not to patronize the Metropolitan Club while its workers are on strike to write to the President of the Metropolitan Club urging its board of directors and members to begin to become involved in strike negotiations, and to point out to both Clubs that the issues involved in the strike cut across all social and economic lines and involve issues concerning all women.

Ms. Anderson thanked the Commission for its review at its last meeting of the Metropolitan Club membership roster she had provided, and asked them to review it again in order to identify and contact Club members they may know to talk about the strike; several commissioners agreed to contact Club members. Commissioner Ramey inquired as to what publicity there had been on the strike, Ms. Anderson replied that the Union had held a press conference in October in front of the Club at which Supervisors Nancy Walker and Wendy Nelder had spoken, and that it would again increase its publicity efforts now that it appeared the Club was unwilling to negotiate.

IV. PRESENTATIONS FROM THE COMMISSION:
Commissioner Ramey reported that Commissioner Ogden's scheduled presentation on the minority-owned business enterprise/women-owned business enterprise/ locally owned business enterprise ordinance had been postponed until the January 8, 1985 Commission meeting.

V. FRIENDS OF THE COMMISSION LIAISON REPORT:
As there was no representative from the Friends of the Commission board of directors, Commissioner Squires reported that net proceeds from the November 2, 1984 'Celebration of San Francisco Women' reception were $12,600. She noted on behalf of the Commission its great appreciation to the Friends board, Ms. Hale and Ms. Yrigoyen for their tremendous work on making the reception a success. She also recommended that an evaluation of the event be conducted as soon as possible.

Commissioner Squires noted it was important for the Commission constantly to express its point of view to the Friends regarding such events, and for the Friends to attempt to obtain as much as possible of the events' 'overhead' donated. Ms. Hale noted that she had received much positive feedback on the choice of honorees recommended by the Commission for the event, and that a significant portion of the event's doantions had been secured by the Commission's work to obtain event sponsors.

Ms. Hale asked Commissioner Brecka if she would substitute for Commissioner Huie as Commission representative at the Friends' next board meeting; she agreed.

Commissioner Ramey noted it was important for the Commission to develop and discuss with the Friends proposals for a 'division of labor' of preparation for such events. Commissioners Ramey, Squires, Martin and Ms. Hale and Ms. Yrigoyen agreed to meet to draft such recommendations. Commissioner Martin noted that the Friends were to be highly commended for their great success, and that the Commission needed to consider its involvement in obtaining event sponsors. Commissioner Squires noted that some sponsors had not yet made donations, and urged commissioners to contact those they had solicited. She also noted that there had been many last minute difficulties in using the City Hall rotunda for the event, and urged that Commission staff be solely responsible for negotiations with fellow City employees in securing event space and other matters.

VI. COMMITTEE REPORTS:

Domestic Violence Committee/Domestic Violence Program Fund Committee:
Commissioner Brecka reported that although she had submitted the Committees' current affirmative action status reports, the Domestic Violence Committee still was recruiting members and would revise the report when recruitment efforts were completed.

Affirmative Action Committee:
Commissioner Lathan noted that the Committee's work to develop affirmative action goals for each Commission committee could not begin until status reports on current committees' membership were received. To date only one report had been received. Commissioner Ramey encouraged all committee chairs to submit their reports by the January Commission meeting, or sooner.

Some discussion followed regarding reports on committee membership concerning sexual orientation. It was decided by consensus to include only numbers on the sexual orientation of committee members, and in no way to record names or other identification of members as to their sexual orientation.

Legislative Committee:
Commissioner Martin reported that the Commission's Legislative Network would hold a planning meeting to prepare for its January meeting(s) with San Francisco legislators, and encouraged all committees to send representatives to both meetings.

She reported that the Committee would soon send a 'Victory Alert' to the Network listing all legislation acted upon by the Commission which had been successfully passed or defeated in the last legislative session.

That list included:

Senate Bill 1472 (Watson): requires law enforcement officers to receive specified training in responding to domestic violence calls,

Senate Bill 1678 (McCorquodale): prohibits the imprisonment, confinement, or otherwise placing in custody of a victim of sexual assault for contempt when the contempt consists of refusing to testify concerning the sexual assault,

Assembly Bill 2443 (Waters): requires the State Office of Child Abuse to fund two prevention training centers, and to fund training sessions in each county;

Senate Bill 1674 (Rosenthal): increases reimbursement for underfunded child care and development programs by $3 million, also expands existing programs for abused and neglected children by $1 million, and services for exceptional children by $400,000;

Assembly Bill 1527 (Agnos): provides a uniform standard for establishing minimum child support awards, no less than the amount established by Aid to Families with Dependent Children (AFDC);

Assembly Bill 2697 (Klehs): requires the courts to consider whether there has been a history of abuse against the child or by one parent against the other parent before making an order for custody;

Assembly Bill 3386 (Farr): authorizes the Office of Criminal Justice Planning to extend funds for local domestic violence programs, subject to the availability of funds;

San Francisco Ordinance 139-84/Amendment to Chapter 12D of the San Francisco Administrative Code (MBE/WBE/LBE Ordinance): sets aside 10% of the total dollar value of all City contracts for minority-owned business enterprises and 2% of City contracts for women-owned business enterprises.

She reported that she had learned from Nancy Presson, director of San Francisco's Community Substance Abuse Programs, that block grant monies from the federal government for substance abuse programs had been approved in the U.S. Congress. Included in this legislation were provisions for 5% of the monies to be used to fund programs serving women. She noted that it was important to monitor how this legislation would be interpreted by the states, who would determine actual allocations, in order to insure that they be directed at programs specifically serving women, not absorbed by more generalized programs already including women among their clients, so that the special needs of women related to substance abuse be met. She recommended that the Commission address this issue and that it urge the California Commission on the Status of Women to recommend new or specialized services for women related to substance abuse or appropriate women's organizations.

M/S/C Brecka/Sandlin that the Commission write to the California Commission on the Status of Women and all other relevant individuals and organizations urging them to work on and monitor the Mental Health, Drugs and Alcohol block grant monies, 5% of which are intended "to initiate and expand alcohol and drug abuse services for women," insuring that this money is used for <u>special</u> services for women <u>not</u> for female clients in more generalized programs.

VII. <u>STAFF/CORRESPONDENCE REPORTS</u>:
Ms. Hale reported that the Mayor had notified all City departments to submit their 1985-86 budget requests at only 100% increment, i.e., to request the same amount in 1985-86 as they had approved for 1984-85. She noted that she was working on refining and developing job descriptions for the Commission's proposed new staff positions. She also reported that at the Human Rights Commission's request, the Commission would be receiving a year-old IBM Displaywriter word processor from another City department in lieu of a new machine from IBM, with no additional cost or anticipated disadvantages to the Commission. She reported that no appointment to the Commission's vacant 1424 Clerk Typist position had been made by the Civil Service Commission, but that a call for applicants was expected to be sent in December. She also reported that she and Ms. Yrigoyen had been developing more detailed job descriptions and procedures to be put in place once an appointment was made to that position.

Ms. Hale reported that she would soon begin to collect data and revise the Commission's current information under the management by objectives (MBO) system for submission with the Commission's 1985-86 budget request.

Ms. Hale also called attention to a new format for correspondence reports, detailing more items in written form. These items included:

FROM: Grant S. Mickins, director, Human Rights Commission, memorandum to all City department heads regarding that Commission's empowerment to investigate and issue findings related to the MBE/WBE/LBE ordinance and so-called "fronts";

FROM: California Lawyer magazine, December 1984 issue, containing article on comparable pay for work of comparable worth by Commissioner Ramey entitled, "The Price of Equality";

FROM: Berkeley Law Foundation, request for proposals, due February 1, 1985;

FROM: People Speaking, letter requesting nominations for honorees for its first annual Speakers of the Year awards dinner by November 30, 1984.

VIII. CHAIR'S REPORT:

Commissioner Ramey reported that she had been monitoring and on behalf of the Commission participating in legal discussions regarding the recent sexual harassment case filed by eight women employees against the Sheriff's Department. She noted that the current position of the defense in the case held that all activity within City and County employment dealing with sexual harassment must be handled through the Civil Service Commission, and that the original intent of the City's current laws prohibiting sexual harassment in City and County employment was to protect harassers. She noted that this defense had raised the question of how activities dealing with sexual harassment were coordinated within the City. She had met with Sylvie Jacobson, coordinator of the Civil Service Commission's Equal Employment Opportunity Unit, which handles sexual harassment complaints within City employment, and that she had agreed that the Commission on the Status of Women should request City funding for a staff position to coordinate the City's activities in the area. Commissioner Ramey also reported that Supervisor Richard Hongisto had requested that she advise him on behalf of the Commission as to his recently proposed ordinance related to the coordination of sexual harassment prevention and elimination efforts in the City, and that she would meet with him soon after the beginning of the year.

Commissioner Ramey reported that she had written to Commissioner Esta Soler of the Human Rights Commission nominating Commissioner Ogden and herself as members of that Commission's planned committee to oversee implementation of the MBE/WBE/LBE ordinance.

Commissioner Ramey reported that it appeared from her discussions with Ms. Hale that the Commission's planned proposal to request an additional staff position related to the ordinance in its 1985-86 budget request may not be feasible. She urged that the Commission present to Grant Mickins, director of the Human Rights Commission and appointing officer for the Commission on the Status of Women, an integrated proposal for his approval.

There then followed considerable discussion regarding the Commission's 1985-86 budget request, primarily regarding a proposal developed by Commissioner Brecka, Commissioner Martin, and the Domestic Violence Committee, which called for the Commission to request $700,000 in City general funds for the support of local domestic violence programs and administrative monies for staff positions and other expenses incurred by the Commission. Commissioner Brecka stressed that it was important that the City support such programs not only because they helped battered women and their children, but because such programs could reduce criminal violence, as domestic violence continues to comprise over 50% of violent crime in San Francisco. Such reduction in crime would also reduce related criminal justice costs to the City in the Police Department, District Attorney's Office and the courts.

M/S/C Sandlin/Lathan that the Commission submit in its 1985-86 budget request proposals to provide funds for position(s) to coordinate the City's activities addressing sexual harassment in City and County employment and to encourage the participation of women and minority owned enterprises in City contracts and to provide $700,00 in General Fund monies to support local domestic violence programs and provide for administrative costs incurred by the Commission. (Commissioner Martin abstained.)

IX. ADJOURNMENT:
There being no further business to conduct, Commissioner Ramey adjourned the meeting at 7:45 P.M.

The Commission on the Status of Women meets on the second Tuesday of each month at 5:30 P.M. The next meeting of the Commission on the Status of Women will be held on Tuesday, January 8, 1985, at 5:30 P.M. in the State Building, 350 McAllister Street, Room 1200. For more information on the Commission or these meetings, or to be placed on a Commission meeting agenda, please call the Commission office at (415) 558-3653/TDD (415) 558-4901.

All Commission meetings are free, open to the public, and wheelchair accessible.

/jl

City and County of San Francisco Commission on the Status of Women

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Special

NOTICE

A special meeting of the Commission on the Status of Women has been called by the Chair for the following:

DATE: Friday, January 4, 1985

TIME: 5:00 P.M.

LOCATION: 1095 Market Street, Room 509
San Francisco

PURPOSE: To discuss a proposal to include in the Commission's 1985-86 budget request a new staff position to administer monies proposed to be requested in the 1985-86 budget request for the support of local domestic violence programs, utilizing position classifications not previously used by the Commission, and the resulting changes in program and staff structures.

NOTES: No other business will be discussed.

CONTACT: For more information on this meeting, please contact Jacquie Hale at 558-3653/TDD 558-4901.

All Commission meetings are free, open to the public, and wheelchair accessible.

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COMMISSION ON THE STATUS OF WOMEN

January 4, 1985

The Minutes of this meeting are missing.

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City and County of San Francisco **Commission on the Status of Women**

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[Calendar]

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CONTACT: JACQUIE HALE

FOR IMMEDIATE RELEASE

SAN FRANCISCO -- The San Francisco Commission on the Status of Women will hold its regular monthly meeting on Tuesday, February 19, 1985, at 5:30 P.M. in the State Building, 350 McAllister Street, Room 1202, San Francisco.

The meeting is free and open to the public. Meeting site is wheelchair accessible. For more information, or to be placed on the meeting's agenda, please call 558-3653.

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(NOTE: This meeting has been scheduled one week later than the Commission's regular meeting date -- the second Tuesday of each month -- due to the Lincoln's Birthday holiday.)

COMMISSION ON THE STATUS OF WOMEN

February 19, 1985

The Agenda and Minutes of this meeting are missing.

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COMMISSION ON THE STATUS OF WOMEN

March 12, 1985

The Agenda of this meeting is missing.

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CITY AND COUNTY OF SAN FRANCISCO
COMMISSION ON THE STATUS OF WOMEN
1095 MARKET STREET, ROOM 409
SAN FRANCISCO, CA 94103
(415) 558-3653/TDD (415) 558-4901

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M I N U T E S

Commission Meeting
State Building, Room 1202
350 McAllister Street

March 12, 1985
5:30 P.M.

I. CALL TO ORDER/ROLL CALL:
Commissioner Drucilla Ramey called the meeting to order.

COMMISSIONERS PRESENT: Brecka, Eberth, Martin, Ogden, Owens, Ramey, Sandlin, Squires, Wiles

COMMISSIONERS ABSENT: Huie, Lathan

STAFF PRESENT: Jacquie Hale, Coordinator; Isabel Yrigoyen, Affirmative Action Officer

OTHERS PRESENT: Bud Curl, Dr. Sanford Gum, S.F. Bay Area Statement on Pornography, National Christian Assn.; Karen Boutilier, Friends of the Commission board of directors; Margaret Kisliuk, Mayor's Office

II. APPROVAL OF MINUTES OF COMMISSION MEETING OF FEBRUARY 19, 1985:
Commissioner Judith Brecka noted a correction to page 4 under the Domestic Violence Program Fund Experts Panel report: the correct spelling of Lillian Bucton's and Sei Leng Chang's names; Commissioner Dorothy Lathan noted a correction to page 3 under the Affirmative Action Committee's report: "status reports" should read, "quarterly reports."

M/S/C Eberth/Brecka to approve the minutes of the Commission meeting of February 19, 1985, with corrections as noted.

III. PRESENTATIONS FROM THE PUBLIC:
Ms. Hale noted that due to scheduling problems, she had been unable to schedule presentations to provide information to the Commission toward the formulation of a Commission policy on pornography, as requested by commissioners, and intended to schedule them for the April Commission meeting. However, per a request directed to Commissioner Brecka, she had scheduled the following presentation for this month, as the presentor would be in San Francisco only during March.

Bud Curl, San Francisco Bay Area Statement on Pornography of the National Christian Association:
Mr. Curl noted that his organization attempted to educate the public regarding the connections between media violence and anti-social behavior. He encouraged the Commission and women's organizations to work with churches and to develop better policies on pornography and obscenity. He then showed a videotape of a conference held by the organization which contained speeches on these connections and many graphic examples of the violence in the media and pornography. He also noted that the State Attorney General's Office was readying to file suit against a local pornography business, and encouraged the Commission to become involved in this action.

Some discussion followed, during which several commissioners inquired as the organization's religious affiliations and its specific requests to the Commission. Mr. Curl replied that his organization was a Christian organization, but was attempting to work against violence in the media and especially pornography in an ecumenical way, especially in working with women's groups. He also replied that his request was that the Commission become involved in working to eliminate violence in pornography and the media.

IV. FRIENDS OF THE COMMISSION LIAISON REPORT:
Karen Boutilier, member of the Friends board of directors and chair of the committee organizing for the Friends' fall fundraising event, reported that the Friends had invited Geraldine Ferraro to be the guest speaker at the event. She also encouraged commissioners and staff to assist the Friends in determining the event's theme and honorees, and to attend the joint Friends board-Commission meeting scheduled for April 4, 1985.

V. ELECTION OF OFFICERS FOR MARCH 1985-MARCH 1986:
Commissioner Sue Martin suggested that elections for chair be conducted before elections for vice-chair; there were no objections. Commissioner Ramey noted corrections to ballots distributed to commissioners, noting that Commissioner Juanita Owens name should be substituted for Commissioner Dorothy Lathan's name under nominations for vice-chair. Ms. Hale noted that Commissioner Isabel Huie had contacted her by phone that day and asked her to communicate to the Commission her decision to decline the nomination for vice-chair made at the previous meeting.

Commissioner Ramey asked if there were any further nominations for chair; there were none.

M/S/C Squires, Sandlin to close nominations for chair.

Commissioner Ramey asked if there were any further nominations for vice-chair; there were none.

M/S/C Brecka/Sandlin to close nominations for vice-chair.

Staff then collected and tallied completed ballots for both offices and announced that Commissioner Linda Eberth had been elected as chair and Commissioner Juanita Owens as vice-chair.

VII. DISCUSSION OF LOCAL 2 STRIKE AT METROPOLITAN CLUB:
Commissioner Ramey noted that letters had been sent to representatives of the Metropolitan Club with commissioners' signatures encouraging the Club to resume negotiations with Local 2 regarding its current strike. She reported that the Club had essentially refused to negotiate with the Union, citing a petition it had distributed to Club workers which indicated that they did not desire union organization. She also noted that several striking workers had attested that they had no knowledge of such a petition.

She noted that the strike was of particular interest to the Commission and the women's community because the Metropolitan Club was specifically a private club for women and that the majority of the striking workers were women and/or minorities. She reported that Ms. Hale and she had attended meetings of a group of concerned women in the community to strategize ways to encourage the Club to resume negotiations, and that any further support or ideas for encouraging the Club in that direction from the Commission or the community were very much needed.

VIII. COMMITTEE REPORTS:

Childcare Committee:
Commissioner Gladys Sandlin reported that she had begun initial investigations into the Commission's proposed plans developed at its October 1984 planning meeting/retreat to work with the Community Colleges District to increase childcare within the District. She noted that the District now had one childcare facility, and that she planned to meet with a group of representatives from the Mission District soon.

Commissioner Ramey announced that she hoped to co-chair the Committee with Commissioner Sandlin, noting that the Bar Association of San Francisco now had a childcare committee in which she planned to be active. She also noted that she would be contacting former intern Gwin Wheatley to ascertain the status of the parental leave study analysis and report.

Rape Awareness, Prevention, and Education Coalition:
Commissioner Eberth reported that the Coalition had begun preparing for its planned merger with the Domestic Violence Committee, noting that she intended to appoint an interim chair for the Coalition to serve until the merger was complete.

She reported that the Coalition's current focus was to raise funds for the production of a videotape on how to to sexual assault counseling, using Wendy Blair's film on self-defense. She also reported changes to the Coalition's budget, noting that $1,000 would be used to produce a special booklet on sexual assault for Asian women and another $1,000 would be used to print additional flyers on sexual assault resources. She noted that assistance from the Publicity Committee would be needed on all three projects.

Sexual Harassment Committee:
In Commissioner Huie's absence, Ms. Yrigoyen reported that Commissioner Huie, Commissioner Ramey, Sexual Harassment Helpline counselor Denise Martin and she had been interviewed by Ginny Park Li at KNBR radio to publicize the Helpline. She also reported that a special training for Helpline counselors would be held on March 23, 1985, co-sponsored with the Asian Women's Resource Center and Local 87. The training would be conducted by Barbara Felton, who would offer new information on legislation and laws affecting sexual harassment in employment.

Ms. Yrigoyen reported that the Committee was completing work on its informational brochure on sexual harassment, and was receiving much valuable input from the community. She noted that Committee member and Helpline counselor Tina Shum and she would be translating the brochure into Cantonese and Spanish.

She also reported that Committee member Barry Schapiro was developing a fact sheet on the City's current level of administration regarding its sexual harassment ordinance prohibiting sexual harassment in in City and County employment.

Domestic Violence Program Fund Experts Panel/
Domestic Violence Committee Reports:
Commissioner Brecka submitted a written report. She reported that the Experts Panel had met March 8, 1985 to discuss agency evaluations and would meet again March 19, 1985 to further discuss evaluations and funding recommendations for FY 1985-86. Both would be presented to the Commission at its April meeting.

She also reported that new members of the Experts Panel were great assets to its work and were very helpful in agency evaluations. She expressed her thanks to Ms. Yrigoyen for her work in staffing recent meetings and to Commissioner Martin for her work in recruiting new minority members of the Committee.

IX. LEGISLATIVE COMMITTEE REPORT/CONSENT CALENDAR:
Commissioner Sue Martin presented the Consent Calendar and the Committee's recommendations as follows:

Assembly Bill 772 (Robinson): would allow certain qualified nurse practitioners to prescribe certain non-narcotic medications (mostly antibiotics); specific criteria and education standards would be met by the nurse practitioner; would require prescriptions by nurse practitioners to occur only in a licensed facility and with the approval of the physician and facility with whom the nurse practitioner works; Committee recommendation: to support.

Senate Bill 7 (Montoya): would provide, with specified exceptions, that no abortion would be performed upon an unmarried minor without the written consent of one parent; Committee recommendation: to oppose.

Assembly Bill 80 (Sebastiani): companion bill to Senate Bill 7; Committee recommendation: to oppose.

Senate Bill 99 (Richardson): would prohibit an unmarried minor from giving consent to the furnishing of hospital, medical, and surgical care related to the prevention and treatment of pregnancy without the consent of a parent; Committee recommendation: to oppose.

Senate Bill 46 (Torres): would allow in any criminal proceeding, upon motion of the prosecutor, the order of testimony of a minor to be taken by contemporaneous examination in another location communicated to the courtroom by means of a closed-circuit television; Committee recommendation: to support.

Senate Bill 130 (Watson): would create a Family Planning Advisory Board within the Department of Health Services and would delegate to that Board the exclusive authority to, among other duties, advise and make recommendations to the Department and the Office of Family Planning regarding the delivery of family planning services; Committee recommendation: to support.

Assembly Bill 1 (Agnos): would make it unlawful to discriminate inemployment on the basis of sexual orientation; Committee recommendation: to support.

M/S/C Eberth/Brecka to adopt the Legislative Consent Calendar as presented and so notify appropriate legislators, public officials, and organizations.

Commissioner Martin reported that the Legislative Committee had met with R.A.P.E. Coalition members and Senator Milton Marks regarding two bills concerning sexual assault, one to require counties to establish a sexual assault vertical prosecution unite and another to expand the time in which an incest victim can seek remedies in civil cases. She also reported that she would be meeting with the National Action Against Rape organization to discuss both proposed bills.

Commissioner Martin also reported that implementation of the police training in domestic violence legislation which the Commission had supported in the last State legislative session was going very well. She reported that former Commissioner Del Martin had informed her that the Los Angeles City Commission on the Status of Women had supported a local ordinance there against pornography.

X. CHAIR'S REPORT:

Commissioner Ramey recognized Margaret Kisliuk, program manager in the Mayor's Office; some discussion followed regarding the status of current efforts to implement comparable worth within City and County employment.

Commissioner Ramey reported that the recently publicized sexual harassment case in the Sheriff's Department had been decided and that the accused in the case had been suspended for one month as a punitive action. She noted that she saw many problems with the City's current ability to enforce current City laws prohibiting sexual harassment in City and County employment. She reported that she had met with Sheriff Michael Hennessey after the case was decided to discuss changes to the City's ordinance, and planned to meet with Supervisor Richard Hongisto as well, noting that the Supervisor's calendared item to review the City's sexual harassment efforts had been off-calendared. She also offered to write a synopsis of the Sheriff's Department case and to forward a copy of the opinion in the case to Mayor Feinstein.

Commissioner Ramey also noted her pleasure at serving as chair of the Commission for the past year, and thanked the members of the Commission and staff for their support. She also noted that she would continue to be active with the Commission, especially in the areas of comparable worth and childcare, also noting that she had been elected as vice chair of the State Bar Association Committee on Comparable Worth.

XI. STAFF/CORRESPONDENCE REPORTS:

Ms. Hale reported that Commissioner Ogden, Grant Mickins, director of the Human Rights Commission and appointing officer for the Commission on the Status of Women, and she had met to discuss the Commission's 1985-86 budget issue requesting $15,000 to conduct a seminar for minority and women-owned businesses on doing business with the City in connection with the City's recently passed MBE/WBE/LBE ordinance. Considering information gained from the Mayor's Office, it was decided to remove this budget issue from the

Commission's discussions of its 1985-86 budget and to instead add a budget issue to the Human Rights Commission's budget discussions whereby the HRC would request funds for a seminar exclusively for women-owned businesses, to be conducted through a work order to the Commission on the Status of Women. She reported that there were no other changes to the Commission's 19085-86 budget request or budget issues.

Ms. Hale reported that the Commission and the agencies concerned with its budget issue regarding its proposal to administer $557,000 to five local domestic violence service providing agencies would meet with Mayor Feinstein to discuss the proposal on March 27, 1985.

She also extended her enthusiastic thanks and congratulations to Commission volunteer Connie Fishman, who had left the Commission staff to work with the Mid-Peninsula Fair Housing Coalition. Ms. Fishman had worked with the Commission for over six months, providing invaluable assistance on the development of findings from the Commission's annual public hearing on domestic violence.

Ms. Hale reported that she had received a list of fifteen eligible applicants from which a temporary 1424 Clerk Typist could be hired. She reported that although she had informed these applicants of the temporary position vacancy pending certification of a permanent employee from the Civil Service Commission, she had had no responses as yet, nor had a permanent employee been certified yet. She reported that she planned to interview two current City employees who were interested in transferring from their departments that week.

She also reported that two new volunteers were working with the Commission to help publicize the Sexual Harassment Helpline, Cynthia Rangraves and Mariana Schwartz.

Ms. Yrigoyen reported that she had attended the "Somos Hermanas: Embracing Our Sisters in Solidarity" conference (which the Commission had endorsed at its February 19, 1985 meeting) March 8-10,1985. She noted that it was one of the most culturally diverse of such conferences she had attended, addressing issues concerning all regions of Central America and the Caribbean and including speeches from representatives of Nicaragua and El Salvador.

Ms. Hale reported on the following items of correspondence received:

FROM: Adelbert Campbell, City Purchasing Department, first issue of "Bid and Contract Opportunities," with cover letter (contact: Room 284, City Hall, San Francisco, CA 94102, 415-558-4900);

FROM: National Association of Commissions for Women Convention Committee, invitation to participate in exhibits/displays portion of convention with application form (contact: Pasadena Commission on the Status of Women, 100 North Garfield Avenue, Room 146, Pasadena, CA 91109, 818-405-4070);

FROM: Alaska Women's Commission, brochure re: "At the Edge of Opportunity: A Statewide Conference on Women, the Economy, and Public Policy," March 22-24, 1985 (contact: 3601 C Street, Suite 742, Anchorage, AL 99503, 907-561-4227);

FROM: Chicago Resource Center, request for proposals, with priority given to lesbian/gay organizations, deadlines for submission of proposals April 1, July 1, September 30, and December 20 (contact: 209 W. Jackson Blvd., Suite 500, Chicago, IL 60606, 312-461-9333);

FROM: San Francisco Sex Information, invitation to apply for spring training course for new volunteers, begins April 20 (contact: P.O. Box 99054, San Francisco, CA 94109, 415-665-7300);

FROM: The White House, copy of "The President's Report on Continuing the Acquisition of the Peacekeeper (MX) Missle" (contact: White House Office of Media Relations, Washington, D.C.).

XII. OTHER BUSINESS:

M/S/C Sandlin/Brecka that the Commission send a letter of congratulations to former Coordinator Dr. Catherine Smallwood as an honoree of the San Mateo County Commission on the Status of Women for her continued involvement and work in the community.

Commissioner Owens reported that she had addressed the Pacific & Asian American Women's Bay Area Coalition on comparable worth.

Ms. Hale noted receipt of two flyers from the San Francisco Public Library publicizing events in connection with Women's History Week, in response to Commissioner Barbara Squires' efforts to obtain publicity for such events.

XIII. ADJOURNMENT:

There being no further business to conduct, the meeting was adjourned at 7:45 P.M.

COMMISSION ON THE STATUS OF WOMEN

April 9, 1985

The Agenda of this meeting is missing.

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CITY AND COUNTY OF SAN FRANCISCO
COMMISSION ON THE STATUS OF WOMEN
1095 MARKET STREET, ROOM 409
SAN FRANCISCO, CA 94103
(415) 558-3653/TDD (415) 558-4901

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Commission Meeting
State Building, Room 1202
350 McAllister Street

April 9, 1985

5:30 P.M.

I. CALL TO ORDER/ROLL CALL:
Commissioner Linda Eberth called the meeting to order.

COMMISSIONERS PRESENT: Brecka, Eberth, Huie, Lathan, Martin, Ogden, Owens, Ramey, Squires, Wiles

COMMISSIONERS ABSENT: Sandlin

STAFF PRESENT: Jacquie Hale, Coordinator; Isabel Yrigoyen, Affirmative Action Officer

OTHERS PRESENT: Naima Major, Coalition for the Medical Rights of Women; Geraldine Johnson, Bay Area Coalition of Conscience/Coalition of Black Trade Unionists; Dr. Julianne Malveaux; Lakshmi Perera, Sri Lanka Women's Chamber of Industry & Commerce

II. APPROVAL OF MINUTES OF COMMISSION MEETING MARCH 12, 1985:
Ms. Hale reported that the minutes of the meeting would be sent to commissioners and the public within the week. Commissioner Eberth suggested that they be considered for approval at the May Commission meeting; there were no objections.

III. PRESENTATIONS FROM THE PUBLIC:

Naima Major, Coalition for the Medical Rights of Women:
Ms. Major distributed copies of the Coalition's annual report, and made the request included in the following motion. Some discussion followed.

M/S/C Martin/Lathan that the Commission give a copy of its mailing list to the Coalition for the Medical Rights of Women for use in publicizing its fundraising reception June 16, 1985, 4:00 P.M.-6:30 P.M., Hall of Flowers, Golden Gate Park, requested donation $20/sliding scale, honoring State Senator Diane Watson.

Geraldine Johnson, Bay Area Coalition of Conscience; Dr. Julianne Malveaux:
Ms. Johnson described the severe violations of civil and human rights in South Africa and the status of implementation of Proposition J, passed by San Francisco voters in November 1984, which requires the San Francisco City and County Retirement System Board to divest all City employees' pension funds in companies doing business in South Africa.

Ms. Johnson noted that that Board had compromised the mandate of Proposition J by voting in March 1985 to divest funds only in companies doing business in South Africa who did not follow the "Sullivan Principles," a recommendation developed by Rev. Leon Sullivan to require equal employment opportunity for such companies similar to those requirements in effect in the United States. Ms. Johnson emphatically noted that such provisions were presently ineffective in South Africa, as conditions there were so severe and dissimilar from those in the United States as to prohibit any opportunities to secure the most basic of human needs and rights, and that the Board's vote to continue to invest any City employees' monies in any companies doing business with South Africa would serve to continue support of the apartheid system there.

Dr. Malveaux also pointed out that divestment of City employee's pension funds in such companies had also been determined by the Board of Supervisors' budget analyst to be in the best financial interest of Retirement System employees. Ms. Johnson also exhibited passbooks required by the apartheid system in South Africa to be used by black residents to seek government approval to travel even short distances. Some discussion followed.

M/S/C Martin/Brecka that the Commission (1) adopt a resolution similar to that passed by the Board of Supervisors urging the San Francisco Retirement System Board to expediently divest City pension funds in companies doing business in South Africa; (2) write to the Mayor requesting that she urge that Board to do same; (3) write to the San Francisco Retirement System Board urging it to divest; and (4) write to the Bar Association of San Francisco urging it to appoint a member to the San Francisco Retirement System Board who would represent City employees with invested pension funds and diversify the Board's composition ethnically and by gender.

Lakshmi Perera, Secretary, Women's Chamber of Industry & Commerce, Sri Lanka:
Ms. Perera briefly described conditions for women in Sri Lanka, noting that economically the nation's economy is considered "Fourth World," with per capita income at $190 per month and 60% of its population earning less than $20 per month. She noted that Sri Lanka's first woman prime minister, who had served two terms, was recently defeated in a national election, and that her male successor had created a Women's Bureau and Women's Ministry.

She noted that most Sri Lanka women work due to economic need, but that equal pay requirements are only in effect for white collar workers, most of whom are not women. There are no trade unions in Sri Lanka, which is considered a "free trade zone" where many United States businesses operate due to less expensive labor costs than in the United States. She noted that she was visiting the U.S. through the Asia Foundation, and was interested in establishing contacts with women-owned business associations here; Ms. Hale offered to send her a list of such organizations.

IV. FRIENDS OF THE COMMISSION LIAISON REPORT:
Commissioner Eberth noted that although there was no representative from the Friends of the Commission board of directors present, Commissioner Juanita Owens and she planned to discuss immediate future changes to the relationship with the Friends board, including their service as continuing liaisons to Friends board meetings and encouragement to embark on a major donors campaign. She welcomed any suggestions from the Commission for supporting the Friends' work.

V. PRESENTATIONS FROM THE COMMISSION:
Commissioner Eberth suggested that the scheduled presentations from Commissioners Judith Brecka and Drucilla Ramey regarding pornography be postponed until a more systematic approach toward development of a Commission position on the issue could be developed through the Administrative Committee; there were no objections.

VI. COMMITTEE REPORTS:

Affirmative Action Committee:
Commissioner Dorothy Lathan reported that the Committee had met and had received some status and quarterly reports from Committees, but that some reports were still missing, and encouraged their immediate submittal.

Comparable Worth Committee:
Commissioner Owens reported that the Committee would hold a special dinner meeting soon to lay plans for a special speaker's bureau on comparable worth to be established through the Committee. She also reported that the Committee planned to increase other public education efforts, including plans for posters on Muni.

Commissioner Owens reported that the Board of Supervisors had passed an ordinance intended to begin implementation of comparable worth through granting meal allowances to certain classes of City employees, which had been vetoed by the Mayor and overridden by the Board. As granting of such meal allowances had been determined illegal by the City Attorney, funds provided through the ordinance were now held in a trust fund until a more workable implementation of comparable worth could be developed.

Domestic Violence Program Fund Experts Panel /Domestic Violence Committee:
Commissioner Brecka reported on the Panels' recommendation regarding allocations for FY 1985-86 Domestic Violence Program Fund monies.

M/S/C Squires/Ogden that the Commission adopt the recommendation of the Domestic Violence Program Fund Experts Panel regarding 1985-86 recommendations for funding allocations of the Domestic Violence Program Fund, to allocate 73% of available Fund monies to La Casa de las Madres and 27% of available Fund monies to WOMAN, Inc., with the provisions that La Casa de las Madres work to increase its bed space by 10% and develop and implement a plan to provide services to non-English speaking monolingual clients and that WOMAN, Inc. use 25% of its Fund allocation to stabilize its funding base and increase its staff's salaries and to develop a voucher system for its clients to obtain emergency housing, and that this recommendation be forwarded to the Mayor, Controller, and Board of Supervisors as part of the Commission's 1985-86 budget request.

Commissioner Brecka also reported on the status of the Commission's proposal to the Mayor to administer $557,000 to five local agencies providing services to victims of domestic violence, noting that the Mayor's staff had recommended that this proposal be funded in the amount of $344,000. She also noted that a final determination on this proposal would likely be reached at the Commission's budget hearing with the Mayor the following day.

Commissioner Brecka also announced that a dinner would be held in honor of Jan Lagerlof, former director of La Casa de las Madres, on April 24, 1985, and invited all interested commissioners and staff to attend.

Publicity Committee:
Commissioner Barbara Squires had met with Commissioner Eberth and had developed several proposals for its part in the Commission's 1985-86 Management By Objectives plan, including: development of a quarterly newsletter; development of philosophy statements by each committee to be used in publicity efforts; a film rental program; public education posters on comparable worth; a brochure on the Commission; and press kits for each committee. She reported that the Committee would finalize its 1985-86 plans at its next meeting on May 7, 1985. She also encouraged commissioners to submit ideas for announcements at each Commission meeting on outstanding achievements by women.

VI. LEGISLATIVE COMMITTEE REPORT/LEGISLATIVE CONSENT CALENDAR:
Commissioner Sue Martin reported that Planned Parenthood had informed her of a current movement to reduce the amount of funds available to family planning agencies through including them in block grants, and encouraged the Commission to oppose such efforts. She noted that a hearing would be held on the issue in the State Assembly the following day.

M/S/C Brecka/Huie that the Commission send a telegram to State Assemblyman Art Agnos urging him to make every effort to insure that State funds for the support of family planning agencies such as Planned Parenthood not be included in block grants but remain at the State level.

VII. CHAIR'S REPORT:
Commissioner Eberth thanked the commissioners for their vote of support for her as chair, and remarked that she had been working with Commissioner Owens, vice-chair, to draft proposals for structural changes in the Commission, which were included in a memorandum to each commissioner and staff. She asked commissioners to review their proposals for discussion at the next Administrative Committee meeting on April 18, 1985, and encouraged input from both commissioners and staff on ways to improve the Commission's operations. She also proposed that Administrative Committee meetings be held the third Thursday of each month, to follow Commission meetings; there was general agreement.

She announced the appointment of Commissioner Lorraine Wiles as chair of a new Community Relations Committee, which would work to assist committees in minority/bilingual/bicultural recruitment of committee members and to provide support to the Friends of the Commission. She also announced the appointment of Commissioner Louise Ogden as co-chair of the Commission's Comparable Worth Committee, serving with Commissioner Owens. She noted that all other existing committee assignments would remain as they were.

Some discussion followed regarding Commission vacancies and possible recommendations to the Mayor regarding appointments to the Commission. Several commissioners agreed to contact selected organizations and individuals to inform them of upcoming Commission vacancies, with a strong emphasis on informing women of color.

IX. STAFF/CORRESPONDENCE REPORTS:
Ms. Hale briefly reported that all Management by Objectives and budget information necessary had been submitted to the Mayor's Office, and that Commissioner Eberth, Commissioner Brecka, Grant Mickins, director of the Human Rights Commission and appointing officer for the Commission on the Status of Women, David Treanor, management assistant for the Human Rights Commission, and she would meet with the Mayor the following day to discuss the Commission's 1985-86 budget issues and budget request.

She also reported that the 1424 Clerk Typist had not yet been certified to the Commission by the Civil Service Commission.

Ms. Hale then reported on receipt of a request for endorsement and support of the "Spring Mobilization for Peace, Jobs, and Justice" march and rally on April 20, 1985, and asked the commissioners' pleasure.

M/S/C Brecka/Martin to endorse the "Spring Mobilization for Peace, Jobs, and Justice" march and rally, April 20, 1985.

Ms. Hale reported on the following items of correspondence:

TO: John L. Taylor, Clerk, Board of Supervisors, reply to request for departmental employment of women in non-traditional jobs;

TO: Judith Boyagian, City Attorney's Office, request for advice/opinion on possible conflict of interest;

TO: Cornelius J. Murphy, Police Department, letter expressing concern regarding the availability of bilingual translators and police officers;

FROM: United Way of the Bay Area, invitation to panel discussion on "the changing structure of California Families: Policy Implications for the Public and Private Sectors," May 3, 1985, University of California at Berkeley Alumni House, Berkeley, 8:30 A.M.-3:00 P.M. (contact/r.s.v.p. by April 26, 1985 to 415-772-4448; registration limited to 150 participants);

FROM: 9 TO 5 National Association of Working Women, invitation to "Work Station Exercises for On-The-Job Relief," April 24, 1985, 6:30 P.M. to 8:30 P.M., ILGWU Union Hall, 660 Howard Street, San Francisco, $3/members, $5/non-members or at the door (contact: L.I. Wunder 415-861-6867);

FROM: State Comparable Worth Task Force, notice of public business meeting April 19-20, 1985 in Sacramento;

FROM: Mission Area Health Associations/Mission Neighborhood Health Center, Bay Area Asian Health Alliance, and the Latino Democratic Club, invitation to reception to welcome members of the San Francisco Health Commission, April 9, 1985;

FROM: Mayor Dianne Feinstein, letter forwarding request for information on funding sources to establish a drop-in respite center for battered women;

FROM: San Francisco Women's International League for Peace and Freedom, invitation to 70th birthday celebration, April 17, 1985;

FROM: Business Women's Expo '85, press release regarding availability of exhibit space for Expo, sponsored by the Last Monday Club, to be held September 18-19, 1985, Oakland Convention Center, booth prices $100-$350 (contact: 3871 Piedmont Avenue, Oakland, CA 94611/Merry Selk 836-1114);

FROM: Leadership Fund for Forum '85, announcement of availability of awards to expand the opportunities of low-income and/or minority women to attend Forum '85/United Nations World Conference Decade for Women in Nairobi, Kenya, July 10-19, 1985 (contact: The Leadership Fund for Forum '85, c/o Non-Governmental Liaison Service, DC2-1103, United Nations, New York, NY 10017, 212-754-3125);

FROM: Refugee Women's Program, invitation to third anniversary celebration honoring Holly Near, April 16, 1985 (contact: 673-2358);

FROM: American Friends Service Committee, invitation to performance of "Homeland," April 21, 1985 (contact: The Julian Theatre 647-8098);

FROM: Golden Gate University, press release announcing free career advancement workshop, May 4, 1985, 9:00 A.M.-2:30 P.M., 536 Mission Street, San Francisco (contact: 495-0841);

FROM: Lesbian Rights Project, press release announcing conference on employment rights for lesbians and gay men, June 15, 1985, Hastings College of the Law, 200 McAllister Street, San Francisco (contact: Roberta Achtenberg or Sue Libow, 1370 Mission Street, 4th Floor, San Francisco, CA 94103, 415-621-0674);

FROM: Alumnae Resources, press releaseS announcing monthly Employer Series, beginning May 21, 1985: workshop on corporate opportunities for liberal arts graduates May 14, 1985; on-going career change group beginning May 8, 1985; and job interview workshop May 21, 1985 (contact: Anne Sparks 546-722);

X. OTHER BUSINESS:
Commissioner Lathan expressed her thanks to the Commission for flowers given to her as an expression of appreciation for her service as vice-chair. Commissioner Owens reported that she would be interviewed on comparable worth by KALX radio.

XI. ANNOUNCEMENTS:
Commissioner Wiles announced that she had been elected president of the Filipino-American Citizens of San Francisco, Inc. Commissioner Owens announced that a conference on comparable worth would be held in the fall at San Francisco State University; she noted she would keep the Commission updated as details were finalized. Commissioner Martin announced that the Family Violence Project would begin its city-wide public education billboard campaign on domestic violence soon, and asked commissioners and staff to watch for billboards in BART/Muni stations.

XII. ADJOURNMENT:
There being no further business to conduct, the meeting was adjourned at 7:15 P.M.

/jb

COMMISSION ON THE STATUS OF WOMEN

May 14, 1985

The Agenda of this meeting is missing.

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CITY AND COUNTY OF SAN FRANCISCO
COMMISSION ON THE STATUS OF WOMEN
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Commission Meeting
State Building, Room 1202
350 McAllister Street

May 14, 1985
5:30 P.M.

I. CALL TO ORDER/ROLL CALL:
Commissioner Linda Eberth called the meeting to order.

COMMISSIONERS PRESENT: Brecka, Eberth, Lathan, Ogden, Owens, Ramey, Sandlin, Squires, Wiles

COMMISSIONERS ABSENT: Huie, Martin

STAFF PRESENT: Jacquie Hale, Coordinator; Isabel Yrigoyen, Affirmative Action Officer

OTHERS PRESENT: Alice Chow, Asian Women's Health Center; Debra Friedland, Lyon Martin Clinic; Robin Booth, treasurer, Friends of the Commission board of directors; Janice Magee, member, COSW Publicity Committee; Randi Boulton

II. APPROVAL OF MINUTES OF COMMISSION MEETING MARCH 12, 1985 & APRIL 9, 1985:
Commissioner Dorothy Lathan noted a correction to the minutes of the Commission meeting of April 9, 1985, noting her second of the motion to send various correspondence protesting the San Francisco Retirement Board's investment of City employees' monies in companies doing business in South Africa.

The minutes of both Commission meetings of March 12, 1985 and April 9, 1985 were approved by acclamation with corrections as noted.

III. PRESENTATIONS FROM THE PUBLIC:

Alice Chow, Asian Women's Health Center:
Ms. Chow noted that the Center had recently moved to its present location at 6221 Geary Boulevard in the Richmond District, and had formerly been known as Chinatown-North Beach Family Planning Services, located in Chinatown. She explained that the Center was currently conducting a promotional campaign and outreach to women in the Sunset and Richmond Districts, with special outreach efforts to all minority groups. She described the Center's medical services, which focus on the provision of low-cost, high-quality health care to women. The Center operates four days per week, with evening and weekend clinics. She then requested a copy of the Commission's mailing list to assist in the Center's promotional campaign.

Commissioner Eberth noted that the Center had a very good public education program, especially in junior high and high schools. She invited Ms. Chow or a representative from the Center to attend a meeting of the Commission's R.A.P.E. Coalition, as the Center also has a sexual assault component. In response to commissioners' questions, Ms. Chow noted that the Center's client population was 50% Caucasian and 50% minority.

M/S/C Sandlin/Ramey to provide the Commission's mailing list to the Asian Women's Health Center for use in its promotional campaign.

Debra Friedland, Lyon Martin Clinic:
Ms. Friedland briefly described the Clinic, which offers a full range of health care services for women, primarily lesbian women. She noted that the Clinic, named after Phyllis Lyon and former Commissioner Del Martin, was celebrating its fifth anniversary this year with a special fundraising reception. The celebration will honor Commissioner Gladys Sandlin, director of the Mission Neighborhood Health Center; Pat Norman, director of Lesbian/Gay Health Services for the City of San Francisco; Lillian Rabinowitz, founder of the Berkeley Over 60 Clinic;

Tracy Gary, Bay Area philanthropist; and the Coalition for the Medical Rights of Women. It will be held on June 20, 1985, from 5:30 P.M. to 7:30 P.M. in the Green Room of the War Memorial Building, Van Ness Avenue and McAllister Street, San Francisco. Requested donation is $25.00. She requested a copy of the Commission's mailing list for use in publicizing the reception.

M/S/C Ogden/Brecka to provide a copy of the Commission's mailing list to the Lyon Martin Clinic for use in publicizing its fifth anniversary celebration June 20, 1985.

VI. COMMITTEE REPORTS:

Domestic Violence Program Fund Experts Panel/Domestic Violence Committee:
Commissioner Judith Brecka reported that the Commission's proposal to administer over $557,000 to five local domestic violence agencies had been cut back by the Mayor's Office to $100,000, though it was originally cut back to $200,000. She noted that the proposal currently called for the Commission to administer $90,000 in general fund monies to four, rather than the originally proposed five, domestic violence programs. She also reported that the proposal approved by the Mayor included 10% ($10,000) to partially fund one part-time professional staff position for the Commission to administer the monies. She noted that the next step in the City budget process would be a hearing before the Board of Supervisors Finance Committee on June 20, 1985 at 1:30 P.M., and then a hearing before the full Board of Supervisors.

Commissioner Brecka reported that the Experts Panel would meet on May 30, 1985, to discuss changes in the Domestic Violence Program Fund and general fund monies administrative processes. She reported that Commissioner Sue Martin had resigned from the Panel to avoid potential conflict of interest, and that the Panel was in the process of recruiting a new member to replace her.

Rape Awareness, Prevention & Education (R.A.P.E.) Coalition:
Commissioner Linda Eberth reported that Apple Computers, Inc. had agreed to donate an Apple IIE computer to the Commission on behalf of the Coalition, as a result of a proposal she had developed. The computer will help to establish the Bay Area Sexual Assault Network, a group of five rape crisis agencies in the Bay Area who will share information on clients and prevention efforts through the Network. She noted that further private support would likely be sought to help to develop the Network.

Commissioner Eberth reported that that had been no May meeting of the Coalition. Its next meeting will be June 7, 1985. She noted that the Coalition and the Domestic Violence Committee would soon discuss plans for the proposed merger of the two groups as a new Violence Against Women Committee.

Publicity Committee:
Commissioner Barbara Squires reported that the Committee had met on May 7, 1985, and had updated its proposed 1985-86 MBO plan, which she would report on at the Commission's upcoming planning meeting on May 25, 1985.

Commissioner Squires reported that she had discussed possible publicity for the Bay Area Sexual Assault Network and the Commission with Apple Computer's public relations department, including plans for an open house with City and County and Apple officials.

She also reported that the Committee had reviewed the Sexual Harassment Committee's informational brochure on sexual harassment, and reminded commissioners of the Publicity Committee's availability to provide assistance in publicity and graphics for other committees' efforts. She stressed that it was very important for all of the Commission's printed materials to be graphically consistent, and offered the Committee's support in that regard.

She then introduced Publicity Committee member Janice Magee, who made a presentation regarding the Committee's development of a press kit folder with a Commission logo. Ms. Magee presented three alternative graphics

concepts for the folder prepared by Cathleen Clark. Some discussion followed; it was decided by consensus to choose a layout utilizing a City Hall logo and the City seal, in black and turquoise. Ms. Magee noted that the project would exceed the Committee's 1984-85 Friends of the Commission budget and asked for approval to ask the Friends for additional funds, which was approved.

Childcare Committee:
Commissioner Gladys Sandlin reported that she had met with Peggy Randon of the San Francisco Community Colleges District to investigate and discuss the Commission's proposed plan to assist the District in increasing the amount of affordable childcare available to its faculty, staff, and/or students. She noted that the District presently had one childcare center, and that she would continue discussing its childcare needs and possible ways the Commission might assist the District in the future.

Some discussion followed regarding Commission representation at a discussion panel on childcare held by the San Francisco Women Lawyers Alliance and co-sponsored by the Commission; it was decided that Commissioner Drucilla Ramey would represent the Commission.

Sexual Harassment Committee:
In Commissioner Isabel Huie's absence, Ms. Yrigoyen reported that the final draft of the Committee's informational brochure on sexual harassment had been completed, copies of which had been sent to each commissioner. She then asked for formal approval of the final draft by the Commission. Some discussion followed. Commissioner Ramey noted technical errors which she agreed to help correct.

M/S/C Brecka/Ramey to approve the final draft of an information brochure on sexual harassment developed by the Sexual Harassment Committee, as presented to the Commission.

VII. CHAIR'S REPORT:
Commissioner Eberth reported on the April 8, 1985 meeting of the Administrative Committee. She reported that the Committee recommended that the Commission meet on May 25, 1985 to begin finalizing its plans for 1985-86. There were no objections. She urged all committee chairs to submit draft plans and philosophy statements for their respective committees so that Ms. Hale could prepare a complete draft for the entire Commission prior to that meeting.

She noted that although final committee assignments would be determined after the Commission's 1985-86 MBO plan was finalized, tentative assignments until that time would be: Affirmative Action Committee: Commissioners Huie and Ogden; Comparable Worth Committee: Commissioners Owens and Ogden; Childcare Committee: Commissioners Sandlin and Ramey.

Commissioner Eberth reported that Commissioner Brecka, Grant Mickins, appointing officer for the Commission and director of the Human Rights Commission, David Treanor, management assistant to the Human Rights Commission, Ms. Hale and she had met with the Mayor to discuss the Commission's 1985-86 budget request. She noted that its requests for an upgrade of one staff position from a 2995 Affirmative Action Officer to a 2995 Representative, provision of general fund monies in the amount of $75,000 to be administered to La Casa de las Madres, and $100,000 in general fund monies to be administered by the Commission to four domestic violence agencies had been approved. Also approved to be funded through work order monies from other City departments was one 2996 Representative staff position to coordinate the City's activities in the area of sexual harassment, though she noted that these monies were not likely to be forthcoming this fiscal year and would not be pursued. Some discussion followed regarding methods to obtain funding for such a position. The Commission's request for $15,000 in work order funds from the Human Rights Commission to conduct a seminar for women-owned businesses relative to the City's new minority-owned businesses/women-owned businesses/locally-owned business ordinance was denied.

She announced that the Commission's budget hearing before the Board of Supervisors Finance Committee would be held n June 20, 1985, at 1:30 P.M. in Room 228 of City Hall. Commissioner Brecka, Ms. Hale and she would represent the Commission at that hearing. She encouraged all commissioners, committee members, and interested parties to attend.

Commissioner Eberth also reported that the Committee had discussed and formulated several recommendations to the full Commission regarding revision of Commission policies and procedures, which were detailed in minutes of the Committee's April 18th meeting and included in commissioners' meeting packets. There was brief discussion. Commissioner Eberth noted that the Administrative Committee would continue to work on recommendations to the full Commission regarding decision-making procedures.

IV. FRIENDS OF THE COMMISSION LIAISON REPORT:
Robin Booth, treasurer of the Friends board of directors, reported that preparations were continuing for the Friends' fall fundraising reception for the Commission. She reported that tentative positive responses for a guest speaker for the event had been received from Bella Abzug, Gloria Allred, Betty Friedan, and Shirley Chisholm, and asked for commissioners' feedback on the decision.

She also invited all commissioners, staff, and their friends to a reception at Friends board member Nicole Schapiro's home on June 25, 1985.

IX. STAFF/CORRESPONDENCE REPORTS:
Ms. Yrigoyen reported that she had secured graphics arts and printing estimates for Muni bus posters developed by the R.A.P.E. Coalition. The 500 posters will be displayed on busses throughout San Francisco, giving information on emergency resources available to victims of sexual assault and child sexual abuse.

She reported that she was also in the process of securing bids for graphics work on the Sexual Harassment Committee's brochure, and noted she would be contacting the Publicity Committee for assistance.

Ms. Yrigoyen called commissioners' attention to draft copies of a report on the Commission's 1984 public hearing on domestic violence, and asked for feedback, noting the final draft would be printed in late June.

Ms. Yrigoyen then announced that she had submitted her resignation and would be leaving the Commission on June 26, 1985 to pursue her musical career. She noted that she had enjoyed working with the Commission and had learned a great deal, and hoped to keep in contact in the future. Many commissioners expressed their regret at her planned departure; on behalf of the Commission, Commissioner Eberth expressed its enthusiastic appreciation for her work, and noting that she would be very much missed .

Ms. Hale called the commissioners' attention to her written staff report included in their meeting packets detailing the Mayor's approval of the Commission's budget requests.

She reported that no eligible applicant had been certified to the Commission to fill its vacant 1424 Clerk Typist position, though she had one interview scheduled with a City employee interested in transfer. She noted that she was continuing to work to fill this position.

Ms. Hale also noted that she planned to attend a portion of the National Association for Commissions for Women annual convention in Pasadena later that month, and invited all commissioners and staff to provide her with input and materials to present at the convention.

She also reported that she had been informed that a "Women's Faire" would be held at Brooks Hall in San Francisco October 10-13, 1985, and that the Commission had been invited to rent space for an information booth at the

Faire. As the cost of the rental was out of the reach of the Commission, she requested permission to attempt to organize a group of women's organizations in San Francisco to share the cost and use of the space; it was approved by consensus.

Ms. Hale reported on a request from Margaret Almada, director of the California Commission on the Status of Women, for a copy of the Commission's mailing list to help publicize a proposed conference of Bay Area commissions on the status of women regarding women-owned businesses.

M/S/C Lathan/Brecka to provide the California Commission on the Status of Women with a copy of the Commission mailing list to use in publicizing a Bay Area conference on women-owned businesses.

Ms. Hale also reported that Ms. Almada had requested a letter of support for the California Commission's 1985-86 budget request of $696,000.

M/S/C Brecka/Sandlin to send a letter supporting the California Commission on the Status of Women's 1985-86 budget request to appropriate members of the State legislature.

She then reported that Carla Pennington of KGO-TV had informed her that Mayor Feinstein would be a guest on that week's "Close-Up" program, and had provided her with tickets to the program's taping.

Ms. Hale reported on the following items of correspondence:

FROM: Linda Krivec, Governor's Office, announcement of women's legislative roundtable meeting May 15, 1985;

FROM: New York City Commission the Status of Women, Women Making History: Conversations With Fifteen New Yorkers (contact: NYC COSW, 52 Chambers Street, Suite 207, New York, NY 10007 -- $4.95);

FROM: United Way of the Bay Area, invitation to Information and Referral Open House, May 23, 1985 (contact: 772-4387);

FROM: Women's Compendium, "a monthly digest of issues and information of concern to women," May 1985 issue (contact: P.O. Box 1651, Modesto, CA 95353);

FROM: California Comparable Worth Task Force, notice of public meeting May 16, 17, and 18, 1985 in Los Angeles (contact: 916-445-3173);

FROM: (co-sponsors:) ACLU of Northern California Gay Rights Chapter, Bay Area Lawyers for Individual Freedom, Anti-Sexism Committee of the San Francisco Bay Area Chapter of the National Lawyers Build, National Gay Rights Advocates, and the Lesbian Rights Project, flyer re: reception celebrating the publication of Sexual Orientation and the Law, June 24, 1985 (contact: 621-0674);

FROM: San Francisco Human Rights Commission, information on California Association of Human Rights Organizations Conference, May 30 and 31 and June 1, 1985 (contact: 558-4901);

FROM: City Purchasing Department, current issues of "Bid and Contract Opportunities" (with the City and County of San Francisco) (available for review in the Commission on the Status of Women office or Purchaser's Office) (contact: 558-3653/558-4900);

FROM: Women's Alcoholism Center, description of available services at Florette Pomeroy House, new long-term residential treatment program for alcoholic women and their children over the age of 12 (contact: 282-8900);

XII. ADJOURNMENT:
There being no further business to conduct, the meeting was adjourned at 7:15 P.M.

COMMISSION ON THE STATUS OF WOMEN

June 11, 1985

The Agenda of this meeting is missing.

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MINUTES

Commission Meeting
State Building, Room 1200
350 McAllister Street

June 11, 1985
5:30 P.M.

I. CALL TO ORDER/ROLL CALL:
Commissioner Juanita Owens called the meeting to order.

COMMISSIONERS PRESENT: Brecka, Huie, Lathan, Martin, Ogden, Owens, Ramey, Squires, Wiles

COMMISSIONERS ABSENT: Eberth, Sandlin

STAFF PRESENT: Jacquie Hale, Coordinator; Isabel Yrigoyen, Affirmative Action Officer

OTHERS PRESENT: Mary Farrell, president, Karen Boutilier, member and reception committee chair, Friends of the Commission board of directors

II. APPROVAL OF MINUTES OF COMMISSION MEETING MAY 14, 1985:
Commissioner Judith Brecka asked that it be noted for the record that she would not have made the motion to send a letter supporting the California Commission on the Status of Women's 1985-86 budget request had she known that State Senator Diane Watson was in opposition to that Commission's budget request, out of respect for Senator Watson.

M/S/C Brecka/Ramey to approve the minutes of the Commission meeting of May 14,1985, with comments as noted.

M/S/C Brecka/Ramey to rescind the motion of the Commission meeting of May 14,1985, to support the California Commission on the Status of Women's 1985-86 budget request, and to so inform appropriate State legislators.

III. FRIENDS OF THE COMMISSION LIAISON REPORT:
Mary Farrell, president of the Friends of the Commission board of directors, invited all commissioners and staff to a Friends-Commission reception on June 25, 1985, at the home of Friends board member Nicole Schapiro. She reported that board vice-president Julie Anderson had resigned, that Nicole Schapiro had been elected vice-president, and that Susan McCleese had been elected to the board.

Some discussion followed to clarify the Commission's recommendations to the Friends board regarding the guest speaker for the Friends' planned fall fundraising reception for the Commission.

M/S/C Lathan/Brecka that the Commission recommend to the Friends of the Commission that Shirley Chisholm be its first choice for guest speaker for its planned fall fundraising reception for the Commission, and that Jane Fonda be contacted as a possible replacement if Ms. Chisholm was unavailable.

IV. COMMITTEE REPORTS:

Domestic Violence Program Fund Experts Panel/Domestic Violence Committee:
Commissioner Judith Brecka reported that the Experts Panel had met that day and had revised its monitoring procedures for contracting agencies, which would be detailed to commissioners in a later memorandum. She also reported that Ms. Hale, Ms. Yrigoyen and she would meet the next week to revise the contracting agencies' quarterly financial and program reporting forms. She reported that Commissioner Sue Martin had resigned as a member of the

Experts Panel, to avoid possible conflict of interest, as she was an employee of one of the agencies proposed to be funded from the Commission's 1985-86 budget. The next meeting of the Experts Panel would be held on July 11, 1985, to further refine the administrative process.

She reported that they had also met with the agencies concerned with the Commission's 1985-86 budget request proposal to administer $90,000 to four domestic violence agencies to review suggested allocations for the funds among the agencies, in light of the Mayor's approval of a lower funding amount than the Commission's original proposal. The agencies concerned were in agreement that the remaining funds, if approved by the Board of Supervisors, would be allocated in the same proportions as specified in the Commission's original proposal.

She reported that the Committee would meet on August 15, 1985 to lay plans for the Commission's annual public hearing on domestic violence. She noted that members of the Commission's RAPE Coalition would be invited to that meeting to discuss plans for a proposed merger of the two groups.

She noted that both the Experts Panel and the Committee would need substantial staff support during the next few months, and would be understaffed.

Publicity Committee:
Commissioner Barbara Squires reported that production of the Commission's new presentation folders was on target and should be ready for printing by June 14, 1985.

She reported that the Publicity Committee had completed its 1985-86 Management by Objectives (MBO) plan, including changing several performance measures and targets to reflect the Commission's affirmative action efforts, and would submit it to the Administrative Committee at its next meeting.

She reported that Committee member Susan Epstein had drafted a press release to recruit volunteer committee members for all Commission committees, which would be distributed soon. She also reported that Committee member Teresa Leftche had agreed to re-organize the Commission's Speaker's Bureau.

She reported that she had attended a meeting of the City's Telecommunications Committee, at the invitation of former Commissioner Emily Pike. The Committee is preparing for programming on a cablevision channel which will be available to the City and County in 1988. As she would not be able to attend the Committee's future meetings because of her new work responsibilities, she asked for a volunteer to participate in the Committee's meetings; there were none.

Comparable Worth Committee:
Commissioner Drucilla Ramey reported that she had spoken on comparable worth at the Commonwealth Club on June 6, 1985 at the request of Supervisor Nancy Walker. She also reported that she was interviewed regarding comparable worth by Mildred Hamilton of the San Francisco Examiner.

Commissioner Ramey further reported that it appeared that progress toward implementation of comparable worth in City and County employment was stalemated, as the Mayor had presented her own proposal for implementation totalling an expense to the City of $2 million, and SEIU Local 790's proposal, which called for a much higher expenditure, had apparently been approved by the Civil Service Commission. She stated that the union opposed the Mayor's proposal, as it felt that it allocated too little money and did not address minority employees or "pink collar" female employees. She also reported that the Mayor intended to place the issue on the ballot for voter approval this year. She noted that Commissioners Juanita Owens and Louise Ogden would meet with Margaret Kisliuk of the Mayor's Office that week to discuss the issue. Ms. Hale offered to ask representatives of the Mayor's Office and the union to speak to the Commission at its July meeting.

Legislative Committee:
Commissioner Sue Martin called the commissioners' attention to the written report of the Committee regarding several bills:

State Senate Bill 139 (Deddeh) a bill concerning pornography which would change the current legal definition of "obscene matter" to matter which is "without significant redeeming social importance," rather than "utterly without"; Committee recommendation: to oppose.

M/S/C Martin/Ramey to oppose State Senate Bill 139 and so notify appropriate State legislators.

Commissioner Brecka asked that her vote against opposing State Senate Bill 139 be recorded, as she did not wish to oppose the Mayor's position. Commissioner Ramey noted that she had offered to consult with the Mayor prior to her stating her present position in support of the bill.

State Senate Bill 773 (McCorquodale): would include psychological coercion as a circumstance under which rape can occur; psychological coercion would exist when the "perpetrator's threats, implied threats, or actions intentionally create fear or anxiety that would cause a reasonable person in like circumstances to act contrary to the person's free will";
Committee recommendation: to support.

Commissioner Louise Ogden inquired as to the probability of a defense in a sexual assault case involving State Senate Bill 773; Commissioner Martin noted that the bill was in response to several recent cases involving doctors who sexually assaulted female patients as part of a so-called "cure" and were found not guilty because of current restrictions in the law.

State Senate Bill 1304: would extend the statute of limitations in criminal and civil suits for incest victims from one year to up to five years;
Committee recommendation: to support.

State Assembly Bill 344 (Condit): would revise the definition of "touch" with regard to determining the validity of a sexual battery charge to include the physical contact, whether directly or through the clothing, of a person committing the offense or the victim, or both;
Committee recommendation: to support.

State Assembly Bill 141 (Molina): would provide that on or after January 1, 1986, any person applying for a license or for the renewal of a license as a physician and surgeon, psychologist, clinical social worker or marriage, family, or child counselor, in addition to all other requirements for licensure or renewal, shall have completed coursework or training in child abuse assessment and reporting, as specified;
Committee recommendation: to support.

State Assembly Bill 1694 (Condit): would extend the definition of privileged testimony to conversations between a victim of sexual assault and her/his therapist or social worker;
Committee recommendation: to support.

M/S/C Brecka/Ogden to support State Senate Bills 773 and 1304 and State Assembly Bills 344, 141, and 1694, and so notify appropriate members of the State Legislature.

Commissioner Martin also asked for opposition to State Senate Bill 1058 (Lockyer) and State Assembly Bill 743 (Wright), which would expand the power of law enforcement personnel to make arrests in misdemeandor domestic violence cases. She reported that under current law, police officers can initiate a misdemeanor arrest only when they have actually witnessed the misdemeanor. These bills would exempt law enforcement personnel from liability in making such arrests when the police officer has not witnessed the misdemeanor. She noted that these bills were initiated by law enforcement personnel, and were supported by some domestic violence programs in the State.

M/S/C Lathan/Brecka to oppose State Senate Bill 1058 and State Assembly Bill 743 reducing law enforcement personnel liability in making arrests in misdemeanor cases when police officers have not witnessed the misdemeanor, and to so inform appropriate members of the State legislature.

Commissioner Martin also reported on State Senate Bill 1130 (Richardson), which would require handgun training in high schools. She noted that this bill had not been discussed by the Committee, but that she recommended opposition.

M/S/C Brecka/Martin to oppose State Senate Bill 1130, and to so notify appropriate members of the State legislature.

Rape Awareness, Prevention, and Education Coalition:
Ms. Yrigoyen reported that the Coalition was currently in a transition stage, as it was operating without an assigned chair, since Commissioner Linda Eberth was required to resign as its chair to assume the chair of the full Commission. Committee members were continuing their current projects, including production of a videotape, establishment of computerized information on local sexual assault cases, producing a resource guide on sexual assault for Asian women, and discussion of the Coalition's proposed merger with the Domestic Violence Committee. She noted that the Coalition had met on June 7, 1985, and would meet again in August to further discuss the proposed merger.

V. CHAIR'S REPORT:
Ms. Hale announced that the meeting would be Ms. Yrigoyen's last meeting of the Commission in its employ, as she would be resigning from the Commission to fully pursue her musical career. Commissioner Ramey read a special letter of commendation and appreciation to Ms. Yrigoyen for her tremendous and dedicated work with the Commission, and presented her with a balloon bouquet. Ms. Hale expressed her personal thanks to Ms. Yrigoyen's outstanding contributions to the Commission, noting that she would be very much missed.

Ms. Hale called the commissioners' attention to her memorandum reporting on the Administrative Committee meeting of May 25, 1985, which included several recommendations to the Commission from the Committee, including a proposal to change the regular meeting date of Commission meetings. Brief discussion followed.

M/S/C Huie/Ogden to change the regular meeting date of the Commission from the second Tuesday of each month to the first Wednesday of each month at 5:30 P.M.

There was also brief discussion regarding the Committee's recommendation to change the regular meeting date for Administrative Committee meetings; it was decided to discuss the matter further at the next meeting of the Administrative Committee on June 26, 1985.

VI. STAFF REPORT:
Ms. Hale noted that the Commission's 1985-86 budget request would be heard before the Board of Supervisors Finance Committee on June 20, 1985.

Ms. Yrigoyen urged the Commission to fully consider all women of color applicants for her replacement, and offered to participate in any hiring committee that might be established to appoint her replacement. Ms. Hale suggested that such a hiring committee be established, to be composed of one member of the Commission, Ms. Yrigoyen, and herself, to provide input to Grant Mickins, appointing officer for the Commission, in hiring Ms. Yrigoyen's replacement. Considerable discussion followed.

M/S/C Brecka/Huie to establish a hiring committee to provide input to Grant Mickins, appointing officer for the Commission, on the appointment of personnel to fill the Commission's upcoming 2995 Affirmative Action Officer vacancy, and that such committee be composed of one member of the Commission, the Commission Coordinator, and the former incumbent in the position.

VII. OTHER BUSINESS:
Commissioner Dorothy Lathan announced that the meeting would also be her last meeting of the Commission as a member of the Commission, as her term had expired and she had informed the Mayor that she did not wish to be reappointed. She expressed her pleasure at having worked with the Commission, as well as her concern regarding the ethnic composition of the membership of the Commission and its staff, with particular regard to the lack of black members and staff. She noted that she had expressed these concerns to the Mayor, and had suggested two individuals for the Mayor to consider as her replacement. She urged the Commission to seriously consider supporting the appointment of more black women to the Commission and its staff.

On behalf of the Commission, Commissioner Juanita Owens expressed her gratitude and pleasure at having served with Commissioner Lathan, and the Commission's appreciation for her hard work and valued input.

VIII. ANNOUNCEMENTS:
Karen Boutilier, member of the Friends of the Commission board of directors, noted that she would be attending the non-governmental forum of the final United Nations Decade for Women Conference in Nairobi, Kenya during July. She noted that she would be attending as a representative of the Commission and the Friends board, and that she had not been invited to speak.

IX. ADJOURNMENT:
The meeting was adjourned at 7:15 P.M.

Respectfully submitted,

Jacquie Hale
Coordinator

/jh

COMMISSION ON THE STATUS OF WOMEN

July 3, 1985

The Agenda of this meeting is missing.

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Commission Meeting
State Building, Room 1200
350 McAllister Street

July 3, 1985
5:30 P.M.

I. CALL TO ORDER/ROLL CALL:
Commissioner Linda Eberth called the meeting to order.

COMMISSIONERS PRESENT: Brecka, Eberth, Huie, Martin, Ogden, Sandlin, Squires, Wiles

COMMISSIONERS ABSENT: Owens, Ramey

STAFF PRESENT: Jacquie Hale, Coordinator

OTHERS PRESENT: Sandra McGee, New College of California

II. APPROVAL OF MINUTES OF COMMISSION MEETING JUNE 11, 1985:
There was some discussion regarding the recording of discussion of hiring a replacement for Isabel Yrigoyen for the Commission's Affirmative Action Officer position under the Staff Report.

M/S/C Squires/Ogden to amend the motion made at the Commission meeting of June 11, 1985 concerning establishing a hiring committee, because of the Commission's commitment to strengthen its involvement with women of color and minority community groups, it recommends that strong consideration be given to ties and activities within these communities with regard to filling the Commission's Affirmative Action Officer vacancy.

The minutes were then accepted by consensus.

III. PRESENTATIONS FROM THE PUBLIC:

Sandra McGee, New College of California Psychology Graduate Department:
Ms. McGee described the Department as a public interest psychotherapy program, and asked for a copy of the Commission's mailing list to assist in its outreach efforts for its master's degree program. There was brief discussion. Commissioner Gladys Sandlin asked if any of the College's faculty was bilingual in Spanish; Ms. McGee noted that some faculty were bilingual, but that more were needed, to which Commissioner Sandlin suggested the College recruit. Commissioner Sue Martin also suggested that the College also increase its recruitment efforts for Third World faculty members.

M/S/C Martin/Brecka to provide a copy of the Commission's mailing list to the New College of California Psychology Graduate Department for use in its outreach efforts to potential students.

IV. FRIENDS OF THE COMMISSION LIAISON REPORT:
Commissioner Barbara Squires reported on the June 25th Friends-Commission reception held by the Friends, which was very successful. She also noted her extreme concern regarding the low number of commissioners in attendance. Considerable discussion followed regarding ways the Friends and the Commission could work together more effectively. Commissioner Sandlin suggested and volunteered to organize a reception for the Friends, which other commissioners agreed to support. The reception was scheduled for August 28, 1985, from 5:30 P.M. to 7:30 P.M., at a location to be announced.

There was also brief discussion regarding policy decisions needed to be made in preparation for the Friends' upcoming fundraising event for the Commission. It was decided to continue the discussion at the next Administrative Committee meeting, with final recommendations from that Committee and decisions by the Commission to be made at the next Commission meeting on August 7, 1985.

The November event will be the Commission's tenth anniversary reception, featuring guest speaker Shirley Chisholm.

V. COMMITTEE REPORTS:

Domestic Violence Program Fund Experts Panel/Domestic Violence Committee:
Commissioner Judith Brecka reported that the Board of Supervisors Finance Committee had approved $90,000 in general fund monies for the Commission to administer to four agencies providing services to victims of domestic violence and their children. She reported that the additional $10,000 included in the Commission's budget request to add a part-time professional staff position to administer these new funds was placed in reserve by the Committee, pending a report from the Controller's Office to the Board of Supervisors on the City's budget.

She reported that the Experts Panel had several new members, including Debra Friedland, Carletta Jackson Lane, Pam Miller, and Naomi Porat.

She also reported that Rana Lee had included in her program on KPFA radio a story regarding a woman victim of domestic violence who had stabbed her husband, was convicted of manslaughter, and sentenced to seven years in prison. She noted that she and several other domestic violence attorneys in the Bay Area had referred the defendant to criminal justice specialists with knowledge in the field of domestic violence. Commissioner Eberth asked that she keep the Commission up to date on the case.

Commissioner Brecka also submitted for the Commission's "woman of the month" recognition Tracy Thurmond, a woman in Torrington, Massachusetts and a domestic violence victim who recently won a $2.3 million in a civil rights case against the Torrington police, who had refused to help her when she called them in defense against her battering husband. She noted that Ms. Thurmond was left scarred and partially paralyzed by her husband's attacks, and would personally realize $300,000 from the case, which would probably be appealed to the Superior Court.

Comparable Worth Committee:
Commissioner Louise Ogden reported that she had met with Margaret Kisliuk of the Mayor's Office regarding the Mayor's proposal to implement comparable worth in City and County employment, and that Ms. Kisliuk had agreed to send her a draft copy of the proposal.

She reported that KFRC had asked her for a statement and interview on comparable worth and the Mayor's proposal, which she declined, as she did not have a copy of the the Mayor's proposal at the time.

Commissioner Eberth stressed that it was important that the Commission fully discuss and agree as a group on the actions it would take as a group on this issue. She also noted that any contacts with the media on any issue should both reflect the Commission's position as a whole and should be utilized wherever possible as an opportunity to educate the public. Commissioner Ogden noted that Ms. Hale and she would attend the upcoming Civil Service Commission meeting at which that Commission would consider both the Mayor's and SEIU Local 790's proposal for implementation of comparable worth and report to the Commission.

Ms. Hale noted that representatives of the Mayor's Office and the union were unavailable to speak to the Commission at that meeting; Commissioner Martin asked that Ms. Kisliuk and Maura Kealy of the union be asked to speak to the Commission at its next meeting on August 7, 1985.

Publicity Committee:
Commissioner Barbara Squires presented the Commission's new presentation folders to each member of the Commission, noting that they would be very valuable in creating media kits, information packets, and training or fundraising folders. She asked that commissioners record to whom the folders were distributed to help track costs. The project was organized by Committee member Janice Magee and the folders designed by graphic artist Cathleen Clark, to whom Commissioner Squires extended the Commission's appreciation. Commissioner Martin thanked Commissioner Squires for her work on the folders.

She reported that the Committee had met on July 2, 1985 and had developed a time frame for the use of the folders related both to general media campaigns and the Friends' fall fundraising reception. She reported that Stewart Bloom had volunteered to help update the Commission's media lists. She also reported that the Commission's fact sheet was being re-designed, and would be printed on letterhead designed by Ms. Clark to package with the new folders.

Commissioner Squires noted that the Friends' fundraising reception with Shirley Chisholm would present a great opportunity for positive visibility for the Commission, and that the Committee would work with the Friends on the event's invitations, the reception itself, and a tentatively planned reception for government officials with Ms. Chisholm. She noted that she had submitted to the Friends a sample invitation from a reception organized by the Lyon Martin Clinic as a suggested format.

Some discussion followed regarding the event. Commissioner Martin noted that policy and plans needed to be established regarding event sponsors. Commissioner Sandlin noted that scholarships needed to be established for low-income attendees.

Commissioner Squires reported that a new Purchaser for the City and County had been appointed, Marvin Geistlinger, and suggested that a letter be sent to him introducing the Commission and noting that the Commission was working with the Human Rights Commission on implementation of the City's new ordinance to increase the number of minority, women, and locally owned businesses contracting with the City and County; there were no objections.

She also reported that the Bar Association of San Francisco was being awarded the Harrison Tweed Award by the National Bar Association at its annual convention in Washington, D.C. that week, for the San Francisco Bar's development of its Volunteer Legal Service Program for the poor. She suggested that letters of congratulations be sent to Jerome Falk, president of the San Francisco Bar, Drucilla Ramey, its executive director, Tanya Neiman, director and developer of its Volunteer Legal Service Program, and to George Coomb, vice president and general counsel for the Bank of America, who had recruited many corporate attorneys to the Bar's legal assistance program; there was unanimous support.

Commissioner Squires also distributed several newspaper clippings on the National Association of Commissions for Women Annual Convention in Pasadena. Some discussion followed regarding Maureen Reagan's comments to the Convention noting that if the Final United Nations Decade for Women Conference refused to recognize the Israeli delegation, the United States should refuse to participate in the Conference.

Sexual Harassment Committee:
Commissioner Isabel Huie reported that the Commission's new sexual harassment information brochure was at the City's print shop and should be ready for distribution soon.

She reported that Commissioner Ramey, Ms. Hale, Ms. Yrigoyen and she had attended the Board of Supervisors' Civil Service Committee hearing on women in non-traditional City employment, at which time a hearing on proposed revisions to the City's sexual harassment ordinance had also been scheduled, but had been re-calendared for August 6, 1985, due to lack of proper notice. She noted that she had met with Supervisor Nancy Walker regarding the proposed changes, and would be discussing them with Sylvie Jacobson, coordinator of the Civil Service Commission's Equal Employment Opportunity Unit, before the hearing. She agreed to send a draft of the revised ordinance to commissioners.

Commissioner Huie also reported on a recent newspaper article regarding a sexual harassment case against an ABC-TV vice president, in which the plaintiff won $500,000, with an additional $1 million levied against ABC. Commissioner Brecka noted that in the wake of the recent kidnapping case of a San Francisco woman by a Mill Valley bank vice president, several of the kidnapper's co-workers at the bank had filed sexual harassment and race discrimination complaints against him.

Commissioner Huie reported that she was continuing to work on obtaining funding for the Commission's proposed staff position to enhance the City's efforts to prevent and address sexual harassment in City and County employment, and would likely be submitting at least one proposal by November.

Legislative Committee:
Commissioner Sue Martin reported that the Committee had not met but would meet again on July 10, 1985, at which time it would discuss several State bills dealing with pornography, which she would report upon at the next Commission meeting. She also asked that efforts be continued to schedule presentations on the issue for the next Commission meeting.

Commissioner Eberth inquired as to the status of legislation sponsored by State Senator Milton Marks which would extend the length of time adult child sexual abuse victims could file suit against their offenders; Commissioner Martin reported that she had no current update, but that the original version of the bill had been changed to extend the statute of limitations to allow incest victims to file civil suits up until the age of 24 years, and that the protection age had been changed to cover victims 14-18 years of age. Commissioner Eberth noted that letters to appropriate legislators and other support of the bill may be needed in the future.

VI. CHAIR'S REPORT:
Commissioner Eberth reported on her participation on behalf of the Commission on the United Way Task Force on Women and Girls, noting that she was working in the Task Force's section on violence against women. She also noted that the Task Force's process of determining final recommendations was lengthy, as both national and local issues needed to be considered. She remarked that the final impact of the Task Force's recommendations would likely result in a percentage increase in funding for women and girls' programs through the United Way in the Bay Area, and that the priority areas the Task Force was focusing on were generally consistent with the Commission's. She also noted that many members of Bay Area commissions on the status of women were serving on the Task Force.

Commissioner Eberth stressed that the Commission's 1985-86 Management By Objectives plan needed to be finalized as soon as possible, and asked that any remaining committee drafts for the plan and draft philosophy statements for each committee be completed by the next meeting of the Administrative Committee on July 24, 1985. She recommended that the Commission focus on four priority areas -- Comparable Worth, Sexual Harassment, Domestic Violence, and Sexual Assault -- and that all commissioners contribute their energies to all committees to a greater extent, rather than dividing commissioner committee assignments into more narrowly defined subject areas. She also recommended that the Commission continue holding a yearly hearing, in addition to its annual hearing on domestic violence, similar to its special election year community meeting held in May 1984.

VI. STAFF REPORT:
Ms. Hale reported that the Commission's budget request had been reviewed by the Board of Supervisors Finance Committee on June 20th and June 27th, and thanked all commissioners and representatives of domestic violence agencies in attendance at the hearings. All of the Commission's budget requests had been approved, with the exception of an increase in employee travel expenses, requests for an upgrade of the Commission's current Affirmative Action Officer position to a Representative position, and the addition of a part-time Representative position to administer $90,000 in general fund monies approved by the Committee for the support of domestic violence programs.

She reported that former staff member Isabel Yrigoyen had effectively left the Commission's staff, and that she was already very much missed. She also reported that she had reviewed the Commission's decision to establish a hiring committee to work on replacing Ms. Yrigoyen with Grant Mickins, appointing officer for the Commission. The Committee would be composed of one commissioner, Ms. Yrigoyen and herself. Mr. Mickins noted he would appreciate the Commission's input in making the hiring decision and that the appointment would be made from the Civil Service list established for the position.

Ms. Hale reported that she had conducted several interviews to fill the Commission's Clerk Typist position from the established Civil Service list, but that no decision had been made as yet. She also reported that the Commission had two new employees through the Mayor's Summer Youth Program, Mary Tse and Fee Shu Tang. She noted that she would be on vacation July 15-26, 1985, and that she would make arrangements with Human Rights Commission staff and individual commissioners to staff the Commission office during her absence.

Ms. Hale then reported on the following items of correspondence received:

FROM: California Commission on the Status of Women, information update on that Commission's budget, "Women Winning Business" seminar, Private Industry Council Survey, Comparable Worth Task Force, Sexual Harassment in Employment Project (SHE Project), update on sponsored bills, information package on unemployment benefits for women, letter from State Senator David Roberti announcing availability of brochure on recent "latchkey" legislation, weekly column on "Domestic Quit Provision," and a new brochure on the Commission (contact: 956 "J" Street, Room 1506, Sacramento, CA 95814, 916-445-3173;

FROM: Private Industry Council, copy of letter to California Commission on the Status of Women re: completed questionnaire surveying services to eligible women in San Francisco under the Job Training Partnership Act (JTPA) (contact: 621-6853);

FROM: Service Employees International Union (SEIU) Local 790, flyer re: City Hall/Civic Center Chapter meeting, with agenda including comparable worth report;

FROM: United States Commission on Civil Rights, "Civil Rights Update" (newsletter), including article on the Commission's recommendation to federal civil rights enforcement agencies and the U.S. Congress "to reject the doctrine of comparable worth," June 1985 (contact: U.S. Commission on Civil Rights, Washington, D.C. 20425);

FROM: San Francisco Neighborhood Legal Assistance Foundation, "SFNLAF Report" (newspaper), including article on spouse abuse caseload and services to single mothers (contact: SFNLAF, 49 Powell Street, San Francisco, CA 94102);

FROM: Helen L. Sause, Project Director, Yerba Buena Center, San Francisco Redevelopment Agency, "Mayor's Task Force on Women in Renaissance II" (information booklet) of City and County of Pittsburgh (contact: 518 City-County Building, Pittsburgh, PA 15219);

FROM: Rafael D. Pagan, Nestle Coordination Center for Nutrition, Inc., ninth quarterly report of the Nestle Infant Formula Audit Commission (contact: 1101 Vermont Avenue, N.W., Suite 900, Washington, D.C. 20005);

VII. OTHER BUSINESS:
Commissioner Martin asked that the Commission send a special letter of thanks to former Commissioner Dorothy Lathan for her work with the Commission; there was unanimous agreement.

IX. ADJOURNMENT:
The meeting was adjourned at 7:45 P.M.

Respectfully submitted,

Jacquie Hale
Coordinator

/jh

DOCUMENTS DEPT. 5:30 P.M.

COMMISSION ON THE STATUS OF WOMEN

August 7, 1985

The Agenda of this meeting is missing.

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Wiles

CITY AND COUNTY OF SAN FRANCISCO
COMMISSION ON THE STATUS OF WOMEN
1095 MARKET STREET, ROOM 409
SAN FRANCISCO, CA 94103
(415) 558-3653/TDD (415) 558-4901

M I N U T E S

Commission Meeting
State Building, Room 1200
350 McAllister Street

August 7, 1985
5:30 P.M.

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I. CALL TO ORDER/ROLL CALL:
Commissioner Linda Eberth called the meeting to order.

COMMISSIONERS PRESENT: Brecka, Eberth, Huie, Martin, Ogden, Owens, Sandlin, Squires, Wiles

COMMISSIONERS ABSENT: Ramey

STAFF PRESENT: Jacquie Hale, Coordinator

OTHERS PRESENT: Marilee Hearn, San Francisco Substitute Teachers Organization; Laura Stock, Pete Rockwell, VDT Coalition; Barbara Woodward, Advocates for Women; Mary Farrell, Nicole Schapiro, Karen Boutilier, Matile Poor, Susan Lasker, Friends of the Commission; Rena Harrell, Commission volunteer; Margaret Kisliuk, Mayor's Office; Maura Kealy, SEIU Local 790; Alice E. Slater, League of Women Voters.

II. APPROVAL OF MINUTES OF COMMISSION MEETING JUNE 11, 1985 & JULY 3, 1985:

M/S/C Brecka/Martin to approve the minutes of Commission meetings of June 11, 1985 and July 3, 1985, as presented.

III. PRESENTATIONS FROM THE PUBLIC:

Marilee Hearn, San Francisco Substitute Teachers Organization:
Ms. Hearn thanked the Commission for its support two and one half years before when the Organization was negotiating with the Board of Education of the San Francisco Unified School District to establish a contract for substitute teachers employed by the District. She distributed a fact sheet on substitute teachers in San Francisco, which noted that they are fully credentialed teachers who represent 25%-30% of the District's daily teaching force. The fact sheet also noted that substitute teachers receive $60-$65 per day, equalling $11,700 per year if every school day of the year is worked, compared with a beginning year teacher's annual earnings of $18,400; substitute teachers receive no health coverage or other fringe benefits, possess no job security nor opportunities for career advancement. Ms. Hearn noted that the Organization was once again negotiating with the District, and requested the Commission's support.

Commissioner Juanita Owens noted that women compose approximately 63% of the teaching force within the District. Commissioner Sue Martin asked how salaries compared with other jurisdictions; Ms. Hearn noted that in Sacramento, the mandated beginning year salary for regular teachers is $18,000; for substitute teachers it is $85 per day. Commissioner Eberth asked about the results of the Organization's arbitration with the District in 1983; Ms. Hearn noted that there was no binding arbitration, but that the current pay levels of substitute teachers were negotiated at that time. Commissioner Eberth noted that on-call nurses routinely receive a 3% salary differential to compensate for job insecurity and lack of benefits.

M/S/C Brecka/Martin to send a letter of support regarding the treatment of and payment to substitute teachers in San Francisco, including support of the San Francisco Substitute Teachers Organization.

Laura Stock, VDT Coalition:
Ms. Stock noted that the Coalition is a network of over 100 unions and individual workers working to address the problems caused by office automation, especially the use of the video display terminate (VDT), particularly health hazards associated with their use. She noted that the Coalition had established a speakers bureau and was planning to hold a "VDT Speak Out" on July 31, 1985, from 7:30 P.M. to 9:30 P.M. at the Women's Building, 3543 18th Street, San Francisco, to allow VDT workers to attend and talk about their immediate work experiences.

Ms. Stock noted that the event would bring together unorganized workers, unions, and policy makers from throughout the Bay Area and would provide an opportunity for sharing information, working toward solutions, and raising the VDT issue in the public eye. The Speak Out will include a panel of "listeners" including many public officials, special outreach efforts directed at workers and womens, labor, minority, and community organizations.

Ms. Stock noted that the Speak Out had already been endorsed by New Ways to Work and the San Francisco Labor Council, as well as other organizations. She requested the Commission's endorsement and/or sponsorship (which would include a donation of $25-$100) and assistance in publicizing the Speak Out.

Commissioner Gladys Sandlin suggested that the Coalition contact employers as well as individual workers and organizations; Ms. Stock noted that the Coalition was prepared to conduct worksite trainings and evaluations and has established a resource file for use by laypeople which could be used by employers to address the issue. She noted that it was important to inform non-unionized workers, as only 15% of clerical workers are represented by unions.

M/S/C Martin/Sandlin to endorse the "VDT Speak Out" to be presented by the VDT Coalition on July 31, 1985, and to provide a copy of the Commission's mailing list to the Coalition for use in publicizing the "Speak Out."

Barbara Woodward, Advocates for Women:
Ms. Woodward noted that Advocates had been founded in 1971 to establish programs to break barriers to women entering the workforce. In the 1970's, Advocates conducted special programs for women in management, began one of the first apprenticeship training programs in the United States for women in non-traditional/blue-collar employment (which later developed into the Women in Apprenticeship program), established offices in San Francisco, Berkeley, and Hayward, secured significant CETA funding, and later also secured major funding through the Job Training Partnership Act.

Current programs at Advocates include job search training for low income San Francisco women, a single parent literacy project, the John T. Knox Affirmative Action Project, pre-apprenticeship training for low income Oakland residents, the South Alameda Work Information Resource Center, drop-in job listings and labor market information, telephone information and referral, and public policy development.

Ms. Woodward reported that although advocates had substantial contracts pending with the federal government, it was currently experiencing an acute funding crisis begun when two major contracts in San Francisco and Hayward were lost, resulting in the loss of Advocates' San Francisco office lease and the closing of its Hayward office. Because of the need to absorb costs from the loss of these two major contracts and the federal government's new policy of reimbursing rather than providing advance payments to contractors, Advocates had established an immediate fundraising goal of $20,000, half of which had already been met. Ms. Woodward noted that Advocates was particularly anxious to meet its total goal, as it had a $125,000 contract pending with the U.S. Department of Energy to start a single parent education center with the San Francisco Community Colleges District which was dependent on meeting the current fundraising goal.

She thanked commissioners for their individual support of Advocates' fundraising efforts, and asked for continued support and contacts to enable Advocates to continue its programs.

IV. COMMITTEE REPORTS:

Comparable Worth Committee:
Commissioner Owens noted that the Commission would hear two speakers in lieu of the regular Committee report, to provide the Commission with information on the current status of comparable worth in City and County employment.

Margaret Kisliuk of the Mayor's Office described Mayor Feinstein's current plan for implementing comparable worth in City and County employment. The plan calls for an expenditure of $2 million, and would be administered through the Civil Service Commission to primarily clerical classifications.

She noted that Mayor supported comparable worth, and felt that her plan would make a beginning step toward implementation of comparable worth based on analysis of job content and comparability of jobs. She also noted that as the City was currently facing severe fiscal constraints, the Mayor felt that a responsible comparable worth implementation proposal could not exceed a cost of $2 million per year.

Maura Kealy of SEIU Local 790 described that union's plan for implementation of comparable worth, which calls for an expenditure of $8.8 million currently residing in a trust fund established through the Board of Supervisors to be administered through the Civil Service Commission to several different classifications, including clerical, health, and social work, library, and food service classifications. She noted that the Board of Supervisors had already approved and set aside $8.8 million to be spent in implementation of comparable worth, and that the union felt it was imperative that the full amount set aside by the Board be expended to take the first steps toward implementing comparable worth.

Considerable discussion followed regarding both the Mayor's and the union's plans, the current legal and fiscal status of the issue, and timing regarding implementation. It was agreed to refer further discussion of the issue to the next meeting of the Commission's Administrative Committee, which was set for August 14, 1985, 5:30 P.M., in the State Building, Room 1200. Ms. Kisliuk and Ms. Kealy agreed to attend that meeting to provide the Commission with further information.

V. FRIENDS OF THE COMMISSION REPORT:
Mary Farrell, president of the Friends of the Commission board of directors, introduced board members Nicole Schapiro, vice-president; Karen Boutilier, event chair; Matile Poor; and Susan Lasker. Considerable discussion followed regarding preparations for the Friends' fall fundraising event for the Commission, a reception in the City Hall rotunda on November 8, 1985, at 5:30 P.M., featuring guest speaker and former U.S. Congresswoman Shirley Chisholm. Deadlines were set for the receipt of sponsor and honoree names to be printed on the event invitation, and honoree nominations were made by the Commission.

M/S/C Ogden/Huie to accept the recommendation of the Administrative Committee to nominate Del Martin and Sandra Mori as honorees to the Friends of the Commission for its 1985 fundraising event.

It was decided to finalize any further nominations for honorees at the next meeting of the Administrative Committee on August 14th, and to authorize the Administrative Committee to forward its recommendations on behalf of the full Commission to the Friends board immediately following that meeting.

Commissioner Sandlin also invited the Friends to an appreciation party held by the Commission on their behalf on August 28, 1985.

VI. CHAIR'S REPORT:
Commissioner Eberth then asked Commissioner Barbara Squires to chair the meeting. Commissioner Squires asked Ms. Hale if there were any urgent matters for the Chair's Report or Staff/Correspondence Report.

Ms. Hale called attention to copies of the Commission's 1985-86 Management By Objectives plan included in commissioners' meeting packets, noting that some changes needed to be made to the plan. She suggested that the Commission continue its priority activities included in the plan until the next Commission meeting, at which time it could be more fully reviewed and officially approved; there was general agreement to do so. She noted that it had been included in the most recent Administrative Committee meeting's agenda to consider the issue of Commission vacancies, which the Committee had not been able to address at that meeting.

VII. CORRESPONDENCE REPORT:
Ms. Hale called attention to copies of the written correspondence report available at the meeting:

FROM: Mayor Dianne Feinstein, memorandum requesting cooperation in controlling employee overtime costs and informing City departments that supplemental appropriation requests to cover overtime costs will not be approved;

FROM: John J. Walsh, General Manager, Personnel, Civil Service Commission, request for assistance in surveying City and County workforce re: U.S. Department of the Treasury requirements to comply with anti-discriminatory measures in re: handicapped populations for jurisdictions receiving revenue sharing funds (contact: Steve Amano 558-2796);

FROM: John Taylor, Clerk of the Board of Supervisors, memorandum regarding uses and availability of the City seal;

FROM: Michael Hennessey, Sheriff, re: request for donations of books for prisoners, especially Spanish language books (contact: 861-2791);

FROM: Gene Coleman, Chairperson, City-Wide Alcoholism Advisory Board, San Francisco, request for comments to develop the "San Francisco County Alcohol Program Plan and Budget" and notice of public hearing July 31, 1985 (contact: 558-5226);

FROM: John C. Farrell, Controller, memorandum and report on revised Countywide Cost Allocation Plan for 1984-85 (contact: Hal Schaffer 558-5861);

FROM: San Francisco Community College Centers, Downtown Center, schedule of classes for Fall 1985 (contact: 239-3660);

FROM: Margaret Almada, Executive Director, California Commission on the Status of Women, invitation to attend "Sex Equity Leadership Seminar" presented by the State Department of Education Project SEE (Sex Equity in Education), August 2-4, 1985 (contact: Sandy Davis 916-322-7388);

FROM: Congressional Caucus for Women's Issues, "Update," June 28, 1985 issue, including article on the Government Accounting Office and the U.S. Commission on Civil Rights' comments on comparable worth (contact: 2471 Rayburn House Office Building, Washington, D.C. 20515, 202-225-6740)

FROM: U.S. Department of Labor, Women's Bureau, miscellaneous fact sheets on working women and "The United Nations Decade for Women, 1976-1985: Employment in the United States";

FROM: Connie Woodruff, President, National Association of Commissions for Women, letter of appreciation to those who assisted in producing 16th annual NACW Convention;

FROM: Ethel Long Scott and Elaine Zimmerman, Women's Family and Work Coalition, letter re: notice of next meeting of Coalition to plan for legislative package, August 13, 1985 (contact: 708 - 10th Street, Suite 230, Sacramento, CA 95814, 916-961-1908);

FROM: Center for Women Policy Studies, "Response to the Victimization of Women and Children," Spring 1985 issue, including many articles on an international perspective on violence against women (contact: Center for Women Policy Studies, 2000 P Street, N.W., Suite 508, Washington, D.C. 20036);

FROM: American Civil Liberties Union, Northern California Gay Rights Chapter, "Bulletin" re: annual meeting on August 17, 1985, and flyer re: "Justice Under Fire: 1985 ACLU of Northern California Conference," August 23-25, 1985, University of California, Santa Cruz (contact: Marcia Gallo, 1663 Mission Street, Suite 460, San Francisco, CA 94103);

FROM: S. Chandler Visher, President, American Civil Liberties Union of Northern California, San Francisco Chapter, cover letter and press release re: "An American Tradition: Our Independent Courts," September 6, 1985 (contact: Suzanne Donovan 641-0984 or Jean Ham 621-2493);

FROM: Redwood Records, invitation to "Redwood '85" music festival, September 15, 1985, 12:00 Noon, Greek Theater, U.C. Berkeley (contact: 428-9191);

FROM: Women's Press, note re: closing of shop on Mondays beginning July 15, 1985 through September;

FROM: San Francisco Fair, fact sheet on the Fair, to be held September 6-9, 1985 (contact: 552-7641);

FROM: Bryan Yagi, Catherine Lew, Lori T. Suzuki, Nihonmachi Legal Outreach, request for advertisement in program for Tenth Anniversary Celebration, September 27, 1985 (contact: 567-6225);

FROM: Rosita Nunes, Chair, business Women's Expo '85, materials on Expo and invitation to exhibit or participate in Expo on September 18-19, 1985, Oakland Convention Center, co-sponsored by the Last Monday Club (contact: Marilyn Kosinski 658-5993);

FROM: Learning Publications, Inc., description and order form for "Preventing Sexual Abuse" and other publications (contact: Box 1326, Dept. BA 0123, Holmes Beach, FL 33509, 800-222-1525);

VII. OTHER BUSINESS:
Commissioner Isabel Huie inquired as to whether it was Commission policy to endorse or refrain from endorsing particular applicants for City department head positions; Commissioner Squires noted that it was not Commission custom to do so, and that such a matter might be taken up at the next Commission meeting.

Commissioner Squires noted that she had planned to ask for a vote by the Commission on one of two versions of the Publicity Committee's Commission fact sheet master, examples of which she then distributed. In recognition of the late hour, she requested that the final decision on which version to select be delegated to the Publicity Committee; there was general agreement to do so.

VIII. ADJOURNMENT:
Commissioner Squires adjourned the meeting at 8:07 P.M.

Respectfully submitted,

Jacquie Hale
Coordinator

/jh

COMMISSION ON THE STATUS OF WOMEN

September 4, 1985

The Agenda of this meeting is missing.

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CITY AND COUNTY OF SAN FRANCISCO
COMMISSION ON THE STATUS OF WOMEN
1095 MARKET STREET, ROOM 409
SAN FRANCISCO, CA 94103
(415) 558-3653/TDD (415) 558-4901

MINUTES

Commission Meeting
State Building, Room 1200
350 McAllister Street

September 4, 1985
5:30 P.M.

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I. CALL TO ORDER/ROLL CALL:
Commissioner Linda Eberth called the meeting to order.

COMMISSIONERS PRESENT: Brecka, Huie, Martin, Ogden, Owens, Ramey, Eberth

COMMISSIONERS ABSENT: Sandlin, Wiles

STAFF PRESENT: Jacquie Hale, Coordinator

OTHERS PRESENT: Alice E. Slater, League of Women Voters; Mary Farrell, President, Friends of the Commission Board of Directors; Karen Boutilier, Member, Friends of the Commission Board of Directors.

II. APPROVAL OF MINUTES OF COMMISSION MEETING AUGUST 7, 1985:

M/S/C Brecka/Martin to approve the minutes of the Commission meeting of August 7, 1985, as presented.

III. PRESENTATIONS FROM THE PUBLIC:

Rose Pereau, Karen Westgate, Center for Women's Health and Breast Health Center, Children's Hospital:
Ms. Pereau and Ms. Westgate described the services offered at the Center, one of the Hospital's largest units, including wellness and prevention efforts and instruction in American Cancer Society and mammacare breast examination techniques. They noted that the Center would soon conduct an outreach campaign from the Hospital and its center in the financial district and through educational programs in the schools and community organizations. They requested a copy of the Commission's mailing list to assist in this outreach.

M/S/C Martin/Ramey to provide a copy of the Commission's mailing list to the Center for Women's Health and Breast Health Center at Children's Hospital for use in advertising and public education of forums on breast health.

Laura Davis, Co-author, From the Mouths of Survivors:
Ms. Davis described the proposed content and purposes of this book which she is co-authoring with Ellen Bass. From the Mouths of Survivors is intended to describe and provide support in the healing process for adult survivors of child sexual abuse and incest, and will include descriptions of the effects of such abuse, coping styles of survivors, information for supporters and counselors of survivors, and several profiles of survivors.

She requested the Commission's help in locating support for completion of the book, including ideas for securing funding, suggestions for non-profit "umbrellas" to obtain funding, and in-kind donations of transcription, photocopying, postage, computer supplies, cassette tapes, and long-distance telephone calls. Some discussion followed in which commissioners offered their suggestions as support.

IV. FRIENDS OF THE COMMISSION REPORT:
Karen Boutilier, member of the Friends board of directors and chair of the Commission's tenth anniversary "Celebration of San Francisco Women" reception to be held November 8, 1985, reported on her trip to the non-governmental organizations conference held in July 1985 in Nairobi, Kenya, in conjunction with the final conference of the United Nations "Decade for Women."

She reported that many women from African countries were in attendance, and that the people of Nairobi were very hospitable. She reported on several workshops she had attended, and concluded that the overwhelming emphasis of the conference was of women working individually and together for world peace.

She noted that although many of the issues commonly concerning women in the United States were shared with other women represented at the conference, the most pressing issues for many of the women attending of the conference were very different than those in the United States, naming the securing of adequate food, fuel, and water as primary.

Ms. Boutilier and Mary Farrell, president of the Friends board of directors, then reported on preparations for the Commission's tenth anniversary "Celebration of San Francisco Women" reception. They reported that 12,000 invitations would be sent, with assistance in building the Friends mailing list from Bay Area Career Women and Options for Women Over Forty. Some discussion followed regarding obtaining sponsors for the event; it was agreed that sponsor names would be submitted to the Friends by October 2, 1985.

Ms. Boutilier reported that Mayor Feinstein currently planned to attend the November 8th reception, and would allow the use of the Mayor's Office for a pre-event reception. Some discussion followed regarding other preparations for the event.

Ms. Farrell thanked the Commission and Commissioner Sandlin for the appreciation reception held for the Friends on August 26, 1985; Commissioner Owens extended the Commission's thanks to Commissioner Sandlin for organizing the reception.

V. COMMITTEE REPORTS:

Domestic Violence Experts Panel/Domestic Violence Committee:
Commissioner Judith Brecka reported that the Domestic Violence Committee and the Rape Awareness, Prevention, and Education Coalition had held a joint meeting on August 30, 1985, to discuss a proposal to merge the two groups as a new Violence Against Women Committee, which was approved by those in attendance. The new Violence Against Women Committee will encompass both previous groups as subcommittees, as well as working on joint projects as appropriate.

She also reported that Ms. Hale and she had met to discuss plans for the Commission's annual public hearing on domestic violence, and had established a timeline for the hearing and the 1986-87 funding cycle. The tentative date set for the hearing was October 8, 1985, at 5:30 P.M. She noted that the next meeting of the Experts Panel would be held on September 12, 1985, to hear reports on orientation meetings held with funded agencies by the Panel's evaluation teams.

She reported that the Commission had received a response to its earlier telegram sent to U.S. Attorney General Edwin Meese regarding his comments on funding for domestic violence programs thanking the Commission for its interest and asking for its comments regarding funding of domestic violence programs.

Comparable Worth Committee:
Commissioner Louise Ogden noted copies of a draft position paper on comparable worth prepared by Commissioner Drucilla Ramey. Some discussion followed as to the status of comparable worth in City and County employment, formulation of a Commission position paper on comparable worth, and related matters. It was agreed that the draft presented should be revised and discussed as soon as possible. A special meeting of the Commission was scheduled.

M/S/C Martin/Ramey that the Comparable Worth Committee (Commissioner Ramey, Owens, and Ogden) draft a full position paper on comparable worth based upon the outline presented September 4, 1985 titled, "Proposed Position Paper -- Commission on the Status of Women Implementation of Comparable Worth in San Francisco," and that the Commission on the Status of Women hold a special Commission meeting on Thursday, September 19, 1985, at 5:30 P.M. to review, revise, and adopt a Commission on the Status of Women position paper on comparable worth. (Commissioner Brecka voted against this motion.)

Sexual Harassment Committee:
Commissioner Isabel Huie reported that the Committee was continuing to work with the Civil Service Commission Equal Employment Opportunity Unit staff on proposed revisions to the City's ordinance prohibiting sexual harassment in City and County employment. She noted that one significant proposed revision would be to require City departments to establish rules and regulations regarding the handling of intra-departmental complaints of sexual harassment. Commissioner Ramey noted that City departments must have rules regarding complaints approved by the Civil Service Commission. Commissioner Huie asked Commissioner Ramey for her help in drafting proposed model policies and procedure for City departments regarding sexual harassment, to which she agreed.

Commissioner Huie also reported that the Committee's informational brochure on sexual harassment would be offered for bid to printers through the City Purchasing Office, as the City Reproduction Bureau had determined that its shop was not able to print it.

Rape Awareness, Prevention, and Education Coalition:
Commissioner Brecka reported that work was continuing on the production of a videotape to train counselors in sexual assault counseling, as well as in the Commission's participation in the Bay Area Sexual Assault Network through the R.A.P.E. Coalition, a network of four Bay Area rape crisis centers and the R.A.P.E. Coalition established to exchange information through utilization of the donation of five Apple computers.

Legislation Committee:
Commissioner Sue Martin reported that the Committee and its Legislative Network was very active, with many members attending meetings and providing input on current legislation.

She reported that the Committee recommended to the Commission to support:

Senate Bill 173 (Mello) which would provide $500,000 each year for two years to provide for family caretakers of the elderly;

Assembly Bill 1130 (Roos) which would require that special prosecution unit be established to handle domestic violence cases;

and to oppose:

Assembly Bill 952 (Tucker) which would require an additional tax on nursing licenses;

Assembly Bill 1780 (Agnos) which would reuire the forfeiture of obscene materials regardless of whether a criminal prosecution is being conducted.

M/S/C Ramey/Eberth to accept the Legislative Committee's recommendations to the Commission of September 4, 1985 to support Assembly Bill 1130 and Senate Bill 173, and so inform appropriate legislators and groups.

Some discussion followed regarding Assembly Bill 1780 and Assembly Bill 952.

M/S/C Ramey/Eberth to table consideration of the Legislative Committee's recommendations regarding Assebmly Bill 1780 and Assembly Bill 952 made September 4, 1985, until Commission receipt and review of copies of these bills.

Commissioner Martin called attention to a letter from Mayor Feinstein asking the Commission's input on the issue of pornography. Brief discussion followed.

M/S/C to establish an ad hoc committe to study and make recommendations to the Commission regarding recommendations to the Mayor on pornography; that this committee be chaired by Commissioner Drucilla Ramey and composed of Commissioners Brecka, Martin, and Rape Awarness, Prevention, and Education Coalition Co-Chair Amy Levine.

Commissioner Martin called attention to a press release from the California Commission on the Status of Women reporting that it had voted to affirm its position reproductive freedom for women and had sent a special message to the Governor and Legislature. She recommended that the Commission adopt a similar resolution.

M/S/C to adopt the following resolution:

> WHEREAS language within the 1985-86 California State budget could force family planning clinics to discontinue health care services to low income women if the clinics advise women that abortion is a health option; and
>
> WHEREAS, enactment of this language threatens the basic rights of women to obtain information about family planning and reproductive health options;
>
> THEREFORE, BE IT RESOLVED, that the San Francisco Commission on the Status of Women urges the Governor and Legislature to correct the prohibitive wording within the budget and, therefore, return to all women choices about their health care.

Commissioner Martin also noted that the Committee was recruiting interns, and distributed copies of an internship/job description.

She also reported that a City policy requiring City departments to obtain approval from a special legislative committee for the City before taking positions or actions on specific state or federal legislation had recently been re-affirmed by the Mayor's Office. She noted that she had discussed the matter with the Mayor's Office, and that it was unclear at the present time how this might affect the activities of the Commission. She agreed to send all commissioners copies of future related correspondence.

VI. CHAIR'S REPORT/ADMINISTRATIVE COMMITTEE REPORT:

M/S/C Brecka/Eberth to approve the Commission's 1985-86 Management By Objectives plan, with the understanding that minor amendments may be made in the near future and will be reported to the Commission.

Some discussion followed regarding election of Commission officers in the wake of Chair Commissioner Linda Eberth's resignation. Commissioner Juanita Owens, Vice-Chair, noted that she would remain as Vice-Chair, and thus would succeed Commissioner Eberth as Chair of the Commission upon Commissioner Eberth's resignation. Nominations were then made for Vice-Chair. Commissioner Brecka nominated Commissioner Sandlin; Commissioner Ramey nominated Commissioner Huie.

VI. STAFF/CORRESPONDENCE REPORTS:

Ms. Hale reported that hearings would be held by the Board of Supervisors Finance Committee October 2-4, 1985 to hear City departments' testimony regarding the effects of budget cuts on departments and services. She reported that she had met with Grant Mickins, appointing officer for the Commission, and that at the present time she planned to ask the Committee that no funds be cut from the Commission's already very limited budget.

She also reported that she was continuing her efforts to recommend the appointment of a Clerk Typist for the Commission, and expected that an Affirmative Action Officer would also be appointed soon.

Ms. Hale then reported on the following items of correspondence received:

FROM: Mayor Dianne Feinstein, memorandum requesting reports for her annual State of the City address;

FROM: Mayor Dianne Feinstein, letter urging attendance and enclosing press release and discount ticket flyers for the San Francisco Fair;

FROM: Angus Archer, Non-Governmental Liaison Service, United Nations, letter enclosing interim report on the U.N. Non-Governmental Conference of the U.N. Conference on the Decade for Women, and three new publications, Female Sexual Slavery and Economic Exploitation: Making Local and Global Connections; Making the Connection, Disarmament, Development and Economic Conversion; and After Mexico;

FROM: Mekki Mtewa, International Development Foundation, letter requesting assistance in identifying organizations and individuals to participate in conference, "Role ofWomen's Organizations inthe Second Decade for Women," September 14, 1985, Anaheim, California;

FROM: The White House Office of Media Relations, press release regarding swearing-in of Constance Horner as director of U.S. Office of Personnel Management;

FROM: Human Rights Commission, memorandum requesting nominations for HRC hearing officers;

FROM: California Commission on the Status of Women, memorandum enclosing information on its meeting on August 13, 1985; a "Sex Equity Leadership Seminar," August 2-4, 1985; a call to support Senate Bill 1167 (Marks), the Displaced Homemaker Emergency Loan Act; a State Legislature committee hearing schedule; a job announcement for student legislative assistant for the Commission; announcement of the establishment of a Women's Initiative Committee of the State Department of Alcohol and Drug Programs; registration form for Business Women's Expo, September 18-19, 1985; press release regarding Women's Sports Medicine Update; press release regarding a Comparable Worth Conference held by the University of Minnesota; and copies of the Commission's weekly columns on hiring an attorney, legal/pre-employment inquiries, retirement benefits for ex-spouses of military personnel, and Child Care Task Force recommendations.

FROM: La Raza Centro Legal, Inc., memorandum regarding memorandum from Dean John Hart Ely of Stanford Law School regarding the School's policy on discrimination based on sexual orientation;

FROM: Meiklejohn Civil Liberties Institute, invitation to "Peace Law vs. the Militarists: What We Can Do In Theory and Practice" symposium, October 26, 1985;

VII. ADJOURNMENT:
The meeting was adjourned at 7:30 P.M.

Respectfully submitted,

Jacquie Hale
Coordinator

/jh

ity and County of San Francisco Commission on the Status of Women

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S85
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9/19/85

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A G E N D A

Special Commission Meeting
State Building, Room 1200
350 McAllister Street

September 19, 1985
5:30 P.M.

I. ROLL CALL/CALL TO ORDER

II. DISCUSSION OF COMPARABLE WORTH AND RELATED COMMISSION ACTION

III. ADJOURNMENT

/jh

(15) 558-3653 1095 Market Street, Room 505 San Francisco 94103

COMMISSION ON THE STATUS OF WOMEN

September 19, 1985

The Minutes of this meeting are missing.

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City and County of San Francisco

Commission on the Status of Women

SF
S85
#1
9/23/85
Special

AGENDA

Special Commission Meeting
Mission Community College Center
106 Bartlett Street
(between Mission & Valencia Streets
near 22nd Street)

September 23, 1985
5:00 P.M.

I. ROLL CALL/CALL TO ORDER

II. DISCUSSION OF COMPARABLE WORTH AND RELATED COMMISSION ACTION

III. ADJOURNMENT

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/jh

(415) 558-3653 1095 Market Street, Room 505 San Francisco 94103

COMMISSION ON THE STATUS OF WOMEN

September 23, 1985

The Minutes of this meeting are missing.

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Documents

City and County of San Francisco

Commission on the Status of Women

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* * * * * PLEASE NOTE CHANGE IN DATE * * * * *

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A G E N D A

Special Commission Meeting
State Building, Room 1200
350 McAllister Street

September 26, 1985

I. ROLL CALL/CALL TO ORDER

II. DISCUSSION OF COMPARABLE WORTH AND RELATED COMMISSION ACTION

III. DISCUSSION OF PROPOSED REVISIONS TO/PLANS RE: SEXUAL HARASSMENT ORDINANCE

IV. ADJOURNMENT

/jh

COMMISSION ON THE STATUS OF WOMEN

September 26, 1985

The Minutes of this meeting are missing.

San Francisco Public Library
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COMMISSION ON THE STATUS OF WOMEN

October 8, 1985

The Agenda of this meeting is missing.

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I. CALL TO ORDER/ROLL CALL:
Commissioner Juanita Owens called the meeting to order. She welcomed new Commissioners Vickie Driver, Carletta Jackson, and Jo Schuman.

COMMISSIONERS PRESENT: Brecka, Driver, Jackson, Martin, Ogden, Owens, Ramey, Sandlin, Schuman, Wiles

COMMISSIONERS ABSENT: Huie

STAFF PRESENT: Jacquie Hale, Coordinator

OTHERS PRESENT: Margaret Kisliuk, Mayor's Office; Sylvia Salley, San Francisco Wages for Housework Campaign; Judy Flanagan, San Francisco General Hospital Nurse Midwifery Program; Nancy Duncan, Friends of the Commission Board of Directors.

II. APPROVAL OF MINUTES OF COMMISSION MEETING SEPTEMBER 4, 1985:
Commissioner Owens noted that Ms. Hale had informed her that the minutes of the Commission meeting of September 4, 1985, were not available for this meeting, and would be sent to commissioners as soon as possible.

III. COMMITTEE REPORTS:
Commissioner Owens suggested that the Comparable Worth Committee report be heard out of order; there were no objections.

Comparable Worth Committee:
Commissioner Louise Ogden noted that Margaret Kisliuk of the Mayor's Office was present to report on recent developments in the implementation of comparable worth in City and County employment.

Ms. Kisliuk reported that Mayor Feinstein, members of the Board of Supervisors, and representatives of SEIU Local 790 had met the prior week to discuss this implementation. She distributed letters to the Commission from the Mayor and reported that the Mayor had offered the following at this meeting: to increase the amount of monies she would agree to approve toward implementation to $8.8 million based on Civil Service Commission benchmarks related to job content by July 1987; to amend the Civil Service reform package now being circulated for initiative to include collective bargaining on wages, hours, and working conditions, within a cost "cap" not to exceed the cost of the salary survey for the fiscal year being negotiated, with the agreement of the Board of Supervisors to place this measure on the June 1986 ballot and to actively support it, and with her active support and best efforts to request the Chamber of Commerce to withdraw the initiative now being circulated and to also join in actively supporting this new proposal; to send a letter to the Registrar of Voters by the withdrawal deadline of 5:00 P.M. October 4, 1985, asking for withdrawal of Proposition E from the November 5, 1985 ballot; for the Board of Supervisors to agree by majority vote to a re-negotiated Memorandum of Understanding, freeing the $19.7 million for General Fund expenditure by 4:30 P.M. October 4, 1985.

Some discussion followed. Commissioner Owens thanked Ms. Kisliuk for her report. Commissioner Ogden suggested that the Commission schedule a special meeting to discuss its proposed position paper on comparable worth. The meeting was then scheduled for 5:00 P.M. on October 21, 1985. Commissioner Sue Martin suggested that commissioners call Commissioner Ogden with their comments prior to that meeting. Commissioner Drucilla Ramey asked Ms. Kisliuk to put her report and responses to commissioners' questions in writing for that meeting.

Commissioner Ramey also asked for a report on the recent Ninth Circuit Court decision regarding comparable worth.

IV. ELECTION OF VICE-CHAIR:
Commissioner Owens noted that Commissioners Isabel Huie and Gladys Sandlin had been nominated for vice-chair at the September 4, 1985 meeting. She asked Commissioner Sandlin if she accepted the nomination; she replied that she did. Commissioner Owens then asked if there were any further nominations; there were none.

Commissioner Owens then asked commissioners to vote by written ballot; Ms. Hale collected ballots, and Ms. Kisliuk and she tallied them. Ms. Hale then announced that six votes were cast for Commissioner Huie and five votes for Commissioner Sandlin.

V. PRESENTATIONS FROM THE PUBLIC:

Sylvia Salley, San Francisco Wages for Housework Campaign:
Ms. Salley asked the Commission's endorsement of "TIME OFF FOR WOMEN," an international action by women on October 24, 1985, to give women around the world "time off" from their work and to press governments to implement counting all women's work in the calculation of gross national products. She noted that this was the first international action by women that is a direct outcome of the United Nations End of Decade for Women conference held in July 1985 in Nairobi, Kenya.

She also noted that participants in that conference agreed to the inclusion of agreed that "The remunerated and, in particular, the unremunerated contribution of women to all aspects and sectors of development should be recognised and appropriate effects should be made to measure and reflect these contributions in national accounts and economic statistics, and in the Gross National Product. Concrete steps should be taken to quantify the unremunerated contribution of women to food and agricultural production, reproduction and household activities."

M/S/C Martin/Ramey to endorse "Time Off for Women" day, October 24, 1985, and to make the Commission's mailing list available to the San Francisco Wages for Housework Campaign to publicize "Time Off for Women."

Judy Flanagan, S.F. General Hospital Nurse Midwifery Program:
Ms. Flanagan described the Program, noting it was facing budget cutbacks, and asking for the Commission's support in the future. She noted that originally the Program was funded through the State of California, and that currently its small staff was funded through the City and County of San Francisco. She noted that the Program was now seeing more acute cases and women with fewer alternatives than when it was begun. The Program now participates in more joint case management, and that 70% of its clients are Latina, many of whom do not speak English. Commissioner Ramey asked if the Program was seeing more older women now; Ms. Flanagan replied that the majority of the Program's cases are younger women of color. Commissioner Sandlin noted that the Program was also in need of volunteer labor coaches, as many of its clients did not have coaches.

VI. FRIENDS OF THE COMMISSION REPORT:
Ms. Hale reported that she had attended that October 3, 1985 meeting of the Friends' board of directors, and that preparations for the Commission's tenth anniversary reception seemed to be progressing very well, both in terms of organization and income.

VII. COMMITTEE REPORTS:

Domestic Violence Experts Panel/Domestic Violence Committee:
Commissioner Brecka noted that the Commission's annual public hearing on domestic violence would be held on October 22, 1985 at 5:30 P.M. in the State Building auditorium, and encouraged all commissioners to attend. She noted that testimony would be taken in categories, i.e., from direct service providing agencies, criminal justice agencies, courts and attorneys, City and County departments and private foundations. She reported that the Experts Panel would meet following the hearing to determine the focus of requests for proposals for the 1986-87 funding cycle.

She also noted that she had attended the Board of Supervisors Finance Committee hearing regarding the effects of proposed budget cuts on City departments on October 3, 1985, and called commissioners' attention to copies of a letter she had written to Ms. Hale regarding that hearing, noting that she was strongly opposed to any budget cuts being made to funds administered by the Commission to domestic violence programs. She also suggested that an Administrative Committee meeting be held soon to discuss staff workload.

Rape Awareness, Prevention, and Education Coalition:
Commissioner Brecka asked Ms. Hale to report. Ms. Hale reported that the Bay Area Sexual Assault Network, of which the Commission through its R.A.P.E. Coalition was a member, had decided at its September 25, 1985 meeting to decline working with R.A.P.E. Coalition member Judith Musick as a consultant to develop its programs, primarily because of the lack of funds of other Network members. She noted that the Commission had approved $2,000 to be allocated by the Friends of the Commission to the R.A.P.E. Coalition to pay for its share of costs in developing the Network. She reported that Ms. Musick had subsequently suggested that she develop a similar program on the smaller San Francisco level with the R.A.P.E. Coalition and its member organization San Francisco Women Against Rape, with which San Francisco Women Against Rape was in agreement, and that the $2,000 be allocated to the R.A.P.E. Coalition for that purpose. Ms. Musick had also suggested that once completed, that the information from this program be made available to the entire Network. Ms. Hale suggested that a motion changing the terms of the allocation might be necessary to effect this. Some discussion followed.

M/S/C Brecka/Ramey to support the request that the Commission's Rape Awareness, Prevention, and Education Coalition focus its data base project in San Francisco rather than the Bay Area for the sum of $2,000; that this money is to be monitored by the chair of the Rape Awareness, Prevention and Education Coalition; that any future agreements with consultants be in writing; and that the Rape Awareness, Prevention and Education Coalition work with Bay Area Sexual Assault Network consultants.

Ms. Hale also reported that work was continuing on the production of a videotape to train counselors in sexual assault counseling, for which funds would need to be expended soon through the Friends.

Sexual Harassment Committee:
In Commissioner Huie's absence, Ms. Hale delivered the report. She reported that the Committee work with the Civil Service Commission Equal Employment Opportunity Unit staff on proposed revisions to the City's ordinance prohibiting sexual harassment in City and County employment would continue after Commissioner Huie's return to the City on October 28, 1985. She called attention to letters from Supervisor Nancy Walker to Mayor Dianne Feinstein and from Margaret Kisliuk of the Mayor's Office to the Commission regarding the ordinance. Commissioner Ramey also noted the importance of including provisions in the revised ordinance to prevent the use of victims' past sexual history in proceedings regarding sexual harassment complaints.

Ms. Kisliuk noted that the Civil Service Commission's Equal Employment Opportunity Unit had developed a training videotape on sexual harassment for use by the City; Commissioner Owens asked if the Commission could view it at the next Commission meeting; Ms. Hale agreed to try to make arrangements.

Legislative Committee:
Commissioner Martin reported on that the following State bills which the Commission had supported had passed: Assembly Bill 55 (childcare); Senate Bill 303 (childcare/workfare); Senate Bill 1167 (displaced homemakers loans); Assembly Bill 225 (domestic violence); Senate Bill 135 (domestic violence); Senate Bill 46 (child sexual abuse testimony); Senate Bill 773 (sexual assault by coercion); Senate Bill 344 (sexual assault/expanding legal definition); Assembly Bill 1130 (domestic violence prosecution); Senate Bill 1058 (obscene materials).

She also reported that all of the bills which the Commission had opposed had become "two-year bills" and would be considered again in the 1986 legislative session, as had approximately one-third of the bills it had supported.

She reported that the next meeting of the Legislative Committee would be held on October 24, 1985. She also reported that she had discussed with the Mayor's Office the memorandum received earlier from Mayor Feinstein reiterating the City's policy that City departments work through a special committee rather than directly taking action on specific State legislation Ms. Kisliuk noted that the Commission could make recommendations regarding State legislation and ask Mayor Feinstein to write to State legislators regarding specific legislation.

Commissioner Martin noted that the Committee was continuing its recruitment of an intern to work with the Committee.

Affirmative Action Committee:
No report.

Community Resource Committee:
Commissioner Wiles noted that she had been instructed by former chair Commissioner Linda Eberth to delay action by this Committee pending direction from the Administrative Committee, and asked that development of this Committee be placed on the next Administrative Committee meeting agenda.

Health Committee:
Commissioner Sandlin reported that although this Committee was not scheduled to become active until July 1986, she had begun preliminary discussions with key community members regarding its possible activities, and had scheduled one meeting with the Southeast Community Health Center. She noted her concern that much more education regarding women's health was needed. Commissioner Owens asked Commissioner Sandlin to also investigate the possibility that the Committee become involved with the issue of Acquired Immune Deficiency Syndrome (AIDS) as it affects women. Commissioner Sandlin also noted one suggestion that the Commission hold a public hearing on women's health to assist in determining the Committee's direction, which she expected to be involved in work with the new City Health Commission.

VIII. CHAIR'S REPORT/ADMINISTRATIVE COMMITTEE REPORT:
Commissioner Owens announced several committee assignments. She noted that Commissioner Martin would serve as a member of the Comparable Worth Committee, due to that Committee's increased workload. She also noted that Commissioner Ramey would continue to serve as a member of the Comparable Worth and Sexual Harassment Committees. She also asked new Commissioners Vickie Driver, Carletta Jackson, and Jo Schuman to consider with which committees they would like to work.

The date for the next meeting of the Administrative Committee was set for October 29, 1985, at 5:30 P.M.

IX. STAFF/CORRESPONDENCE REPORTS:
Ms. Hale reported that she had testified before the Board of Supervisors Finance Committee regarding the effects of proposed budget cuts on October 3, 1985. She noted that prior to her testimony, the Chair of the Committee, Supervisor Louise Renne, asked that information on the effects of such cuts at the 2½%, 3%, 4% and 5% levels be submitted in writing at that hearing. She noted that she had submitted this information to Harvey Rose, Budget Analyst, soon after the hearing, and called commissioners' attention to copies of her letter with this information, also noting that this was the only substantial testimony she had submitted. She noted that she had proposed that such cuts be taken entirely from the Commission's proposed new part-time Representative staff position, and that marriage license fee administrative monies already budgeted for this position would not be affected by such proposed cuts.

She also reported that in response to the request of Margaret Kisliuk of the Mayor's Office on August 24, 1985, she had submitted information to the Mayor's Office in mid-September regarding budget program priorities with

accompanying explanations, copies of which were also included in commissioners' meeting packets. She noted that she expected this information to be used in the 1986-87 budget request process scheduled to begin in January 1986. She also noted that the Commission's many programs were divided by the Mayor's Office into two basic priority programs, the first comprising all Commission activities not related to the administration of monies to domestic violence programs, and the second comprising activities related to the administration of those monies.

Ms. Hale also called attention to copies of her program performance assessment report for 1984-85 which she had submitted to the Mayor's Office in August 1985, including performance data and explanations for that year.

She reported that Grant Mickins, appointing officer for the Commission, had appointed Tanya Brown Spikener to the Commission's 1424 Clerk Typist position upon her recommendation, and that Ms. Brown Spikener would begin work on October 10, 1985. She noted that she expected assignment of another new staffmember to the Commission's vacant professional staff position soon.

Ms. Hale circulated a file of correspondence received, including:

FROM: Mary Tam, Trisha Brinkman, Asian Sexual Assault Awareness Committee, letter thanking the Commission for its support of publication of the Asian Victim Resource Directory;

FROM: Dot Snow, DES Action, letter thanking the Commission for its letter urging U.S. Health and Human Services Secretary Margaret Heckler to publish the recommendations of its DES Task Force immediately;

FROM: Tanette Goldberg, Jewish Community Relations Council, six-year calendar of dates of major Jewish religious observances (contact: 957-1551).

X. ADJOURNMENT:
The meeting was adjourned at 7:45 P.M.

Respectfully submitted,

Jacquie Hale
Coordinator

/jh

City and County of San Francisco Commission on the Status of Women

SF
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#1
10/21/85
Special

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*** PLEASE NOTE CORRECTED DATE ***

AGENDA

Special Commission Meeting
Mission Community College Center
106 Bartlett Street
(between Mission & Valencia Streets
near 22nd Street)

October 21, 1985
5:00 P.M.

I. ROLL CALL/CALL TO ORDER

II. DISCUSSION OF COMPARABLE WORTH AND RELATED COMMISSION ACTION

III. ADJOURNMENT

/jh

Mayor's office the memorandum received earlier

CITY AND COUNTY OF SAN FRANCISCO
COMMISSION ON THE STATUS OF WOMEN
1095 MARKET STREET, ROOM 409
SAN FRANCISCO, CA 94103
(415) 558-3653/TDD (415) 558-4901

MINUTES

Special Commission Meeting
Mission Community Colleges Center
106 Bartlett Street

October 21, 1985
5:00 P.M.

I. CALL TO ORDER/ROLL CALL:
Commissioner Juanita Owens called the meeting to order.

COMMISSIONERS PRESENT: Brecka, Driver, Jackson, Martin, Ogden, Owens, Ramey, Sandlin, Schuman, Wiles

COMMISSIONERS ABSENT: Huie

STAFF PRESENT: Jacquie Hale, Coordinator

OTHERS PRESENT: Margaret Kisliuk, Mayor's Office

II. DISCUSSION OF COMPARABLE WORTH AND RELATED COMMISSION ACTION:
There was considerable discussion and a comprehensive review of a draft position paper on comparable worth developed by the Comparable Worth Committee.

M/S/C Ogden/Jackson to adopt the following as the Commission's position paper on the implementation of comparable worth in the City and County of San Francisco:

(see attached)

(adopted unanimously)

III. ADJOURNMENT:
The meeting was adjourned at 6:15 P.M.

Respectfully submitted,

Jacquie Hale
Coordinator

/jh

Mayor's office the memorandum

City and County of San Francisco Commission on the Status of Women

POSITION PAPER

IMPLEMENTATION OF COMPARABLE WORTH

IN THE CITY & COUNTY OF SAN FRANCISCO

One of the mandates of the San Francisco Commission on the Status of Women is to advocate for improved economic status of women in San Francisco. Preliminary studies show that in San Francisco City and County employment, women and minorities are performing comparable jobs to those being done by white males, and yet are being paid at a significantly lower rate. Comparable worth has been studied, examined, and discussed for over eight years in the City and County of San Francisco.

The need to implement comparable worth locally has been widely endorsed in San Francisco. These efforts and endorsements have included:

1. The 1978 comparable worth "library study" sponsored by the San Francisco Commission on the Status of Women and the women library workers.

2. The passage of a resolution in 1981 by the San Francisco Board of Supervisors calling for implementation of comparable worth in San Francisco City and County employment and asking for the Mayor to request a comparable worth study from the Civil Service Commission (Resolution No. 378-81).

3. The adoption by the Mayor of a position paper on comparable worth stating her administration's commitment "to exploring and implementing a just solution to this problem in our city."

4. The introduction by the Mayor in June 1984 at the U.S. Conference of Mayors of a resolution urging cities and other governmental jurisdictions to address pay inequities in their jurisdiction. The resolution passed unanimously.

5. The creation of a Mayor's Task Force on Comparable Worth and a Union-Board committee to produce recommendations regarding comparable worth. Both groups requested from the Civil Service Commission and the Controller's Office studies which would indicate the degree of job segregation in San Francisco by sex and race and studies which would extrapolate from comparable worth studies done in other jurisdictions.

Mayor's Office the Memorandum

POSITION PAPER ON THE IMPLEMENTATION OF COMPARABLE WORTH
IN SAN FRANCISCO CITY AND COUNTY EMPLOYMENT

6. The production of studies by said departments, the preliminary findings of which indicated significant wage disparity between male and female/minority dominated classifications which were found to be comparable based upon studies performed in other jurisdictions.

7. The production of the Board-Union report to the Board of Supervisors, including hearings culminating in a resolution by the Board of Supervisors in support of the implementation of comparable worth in San Francisco City and County employment, and the Mayor's support of said resolution.

8. The proposal to implement pay equity by the use of male benchmarks for predominantly female occupations which has been adopted in comparable worth plans before the San Francisco Civil Service Commission.

9. A Salary Standardization Ordinance which included a provision for a meal allowance which would distribute pay equity increases to targeted groups as well as a second provision stating that should this meal allowance be found violative of the City Charter, that money would be put in a pay equity fund until an acceptable way of accounting for distribution could be created. This matter has been placed before the public on an initiative ordinance and may be addressed by the courts.

The Commission on the STatus of Women reaffirms its commitment to comparable worth particularly for City and County of San Francisco workers. The Commission's goal is that all female and minority dominated classifications in the San Francisco City and County government be brought within parity. Recognizing growing fiscal constraints which may impede immediate full implementation, the Commission seeks significant implementation immediately with a goal of full implementation within a reasonably stated time period, preferably five years.

Approved October 21, 1985

COSW:jh

COMMISSION ON THE STATUS OF WOMEN

November 12, 1985

The Agenda of this meeting is missing.

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CITY AND COUNTY OF SAN FRANCISCO
COMMISSION ON THE STATUS OF WOMEN
1095 MARKET STREET, ROOM 409
SAN FRANCISCO, CA 94103
(415) 558-3653/TDD (415) 558-4901

MINUTES

Commission Meeting
State Building, Room 1200
350 McAllister Street

November 12, 1985
5:30 P.M.

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I. CALL TO ORDER/ROLL CALL:
Commissioner Juanita Owens called the meeting to order.

COMMISSIONERS PRESENT: Brecka, Jackson, Ogden, Owens, Ramey, Sandlin, Schuman

COMMISSIONERS ABSENT: Driver, Huie, Martin, Wiles

STAFF PRESENT: Jacquie Hale, Coordinator

OTHERS PRESENT: Eva Mass, Coleman Advocates for Children and Youth; Mary Farrell, Friends of the Commission; Alice Slater, League of Women Voters

II. APPROVAL OF MINUTES OF COMMISSION MEETINGS OF SEPTEMBER 4, 1985,: OCTOBER 8, 1985, AND OCTOBER 21, 1985:
Ms. Hale noted that she would submit proposed amendments to the Legislative Committee report in the minutes of the Commission meeting of October 8, 1985 at a later date. She also asked for confirmation of those commissioners making and seconding the motion in the minutes of the Commission meeting of October 21, 1985; it was agreed that Commissioner Ogden had made the motion with Commissioner Jackson seconding. Commissioner Ramey noted that the minutes of the Commission meeting of October 8, 1985 should reflect that four, rather than five, commissioners had voted for Commissioner Sandlin for vice chair; there were no objections to the correction.

M/S/C Brecka/Ramey to approve the minutes of the Commission meetings of September 4, 1985, October 8, 1985, and October 21, 1985, with corrections as noted.

III. PRESENTATIONS FROM THE PUBLIC:

Eva Mass, Coleman Advocates for Children and Youth:
Ms. Mass requested the Commission's support of Coleman's proposal to re-open the city-wide, after-school recreation programs involving supervised playgrounds and gyms. The proposal would open 30 school playgrounds throughout the City in areas of the highest need, with supervised recreation from 3:00 P.M. to 6:00 P.M. Monday through Friday and Saturday afternoons, including the opening of 20 gyms for teenagers. The total estimated cost of the program would be $1 million per year, or approximately $1.00 per child. The program would serve over 3,000 children.

She noted that there are now no such programs, which are important to the safety and well-being of the children of working parents. She noted that 70% of the women in San Francisco are now employed, many with school-age children. She urged that the program be established as a City budget priority in consideration of pending City budget cuts. She also noted that in the last fifteen years, San Francisco has lost 20% of its families with children, and that such a program is vital to maintaining families' abilities to live in San Francisco. Ms. Mass stated that the San Francisco Board of Education and Recreation and Parks department were in support of the proposal if funds were available. Some discussion followed.

M/S/C Sandlin/Brecka to endorse the proposal of Coleman Advocates for Children and Youth to re-open city wide, supervised after school recreation programs for children, with the recommendation that funds be sought to fund such a program privately.

IV. FRIENDS OF THE COMMISSION REPORT:
Mary Farrell, president of the Friends of the Commission board of directors, reported on the Commission's tenth anniversary celebration reception, "Every Decade a Woman's Decade," on November 8, 1985. She reported that though a final financial report on the event was not yet available, the Friends

had received $13,800 in donations, sponsorships, and corporate contributions to date, and had originally budgeted $10,000-$12,000 in accounts receivable for the event.

Considerable discussion followed regarding the event. Many commissioners expressed their great appreciation to the Friends board for their hard work on the event, and of its significant impact on Commission outreach efforts to women of color and third world communities in San Francisco. Ms. Farrell also noted that photographs and audiotapes of portions the event were available.

Ms. Farrell also noted that Ms. Hale and she had been working on a proposal to IBM to support the production of a demonstration videotape on counseling sexual assault survivors for the R.A.P.E. Coalition, which she hoped would be completed soon.

V. COMMITTEE REPORTS:
Violence Against Women Committee/Domestic Violence Experts Panel/Domestic Violence Committee/Rape Awareness, Prevention, and Education Coalition:
Commissioner Brecka reported that the Experts Panel had met on October 29, 1985 to review the Commission's annual public hearing on domestic violence of October 22, 1985, to establish priorities for requests for proposals for the 1986-87 funding cycle based on hearing testimony, and to discuss and plan changes for 1986.

She noted that the Panel recommended that two requests for proposals be distributed for 1986-87, one for the Domestic Violence Program Fund (those funds collected from marriage license fees administered by the Commission) and one for General Fund monies proposed to be administered by the Commission in its 1986-87 budget request. She reported that priorites for evaluating funding allocations recommended to be included in the Domestic Violence Program Fund request for proposal were essentially the same as for 1985-86, and that the Panel recommended that priorities for the General Fund request for proposals be as follows: (1) the provision of safe shelter space that will enable women and children to leave life-threatening situations; (2) the provision of emergency non-shelter housing, food, transporation and other services designed to meet domestic violence victions' immediate environmental needs; (3) the provision of bilingual/bicultural services, especially new services, new service strategies, training, and public education/outreach to minority communities; (4) training of professionals in agencies not designed to primarily or exclusively serve domestic violence victims in serving domestic violence victims and their children. There were no objections.

She noted that the Panel expected to evaluate funding proposals in January 1986 and to make its recommendation regarding funding allocations to the Commission in February 1986.

Commissioner Brecka also reported that the Panel recommended that the Commission, through the Panel, conduct an extensive public education and outreach campaign in 1986, in connection with Domestic Violence Awareness Week in October. The Panel recommended that the Commission's annual public hearing on domestic violence be held on October 9, 1986, and that exhibits and presentations modelled upon the R.A.P.E. Coalition's 1984-85 public education campaign in branch public libraries be conducted throughout October 1986, with an exhibit opening in City Hall on October 6, 1986. There was support for these recommendations.

Ms. Hale gave the R.A.P.E. Coalition report. She noted that the Bay Area Sexual Assault Network, of which the Coalition was a member, had considered Coalition member Judith Musick's proposal to the Network to develop its database project to share information and statistics among the Network's five member rape crisis centers, and was continuing its work to finalize it decisions and agreements regarding the project. She noted that she expected that once a decision was finalized, the Commission's approved $2,000 to be provided through the Friends of the Commission would be used to fund the project, with the Commission's approval. She also noted that she was working with Friends' president Mary Farrell to obtain support for the production of the Coalition's proposed demonstration videotape on sexual assault counseling.

Sexual Harassment Committee:
In Commissioner Huie's absence, Ms. Hale delivered the report. She reported that the Committee was continuing to work with the Civil Service Commission's Equal Employment Opportunity Unit to develop revisions to the City's ordinance prohibiting sexual harassment in City and County employment. She reported that the Civil Service Commission's EEO Unit had submitted a proposed draft of the ordinance to the Civil Service Commission for its approval, and that the Sexual Harassment Committee planned to meet with Unit representatives soon to finalize agreements on revisions to the ordinance.

She also reported that printing of the Committee's sexual harassment information brochure had been referred to the City Purchaser to be put out to bid, and that she hoped to follow up with that office soon.

Comparable Worth Committee:
Commissioner Ogden reported that the Commission's position paper on comparable worth in City and County employment was distributed at the Commission's tenth anniversary celebration reception on November 8, 1985.

She reported that several commissioners had met with the Mayor and other community leaders on November 6, 1985 to discuss the status of negotiations and implementation of comparable worth in City and County employment, and with SEIU Local 790 representatives on November 8, 1985. She noted that both parties were attempting to continue negotiations, and were discussing the possible selection of a professional mediator to help resolve the issue. Considerable discussion followed.

Commissioner Ramey reported that she had spoken before several groups on comparable worth within the last two months, including the National Human Resources Council, Queen's Bench, the Asian American Personnel Administrators Society, the San Francisco State University School of Business, and the Commonwealth Club, as well as an interview with KRON-TV.

Commissioner Owens suggested that all future proposals regarding comparable worth be addressed first through the Comparable Worth Committee; there were no objections.

Affirmative Action Committee:
No report.

Community Resource Committee:
No report.

Health Committee:
Commissioner Sandlin noted that she was continuing her research and meetings with leaders in the health field in San Francisco, and noted that she would soon meet with Pat Norman, Coordinator of Lesbian/Gay Health Services with the Department of Public Health, regarding the Commission's proposed public education programs regarding Acquired Immune Deficiency Syndrome (AIDS). She also noted that two major health issues she might propose for the Commission to address included the provision of health services to uninsured and underinsured individuals, and health services to "un-insurable" individuals, such as women aged 50-64 years and people with AIDS.

VI. CHAIR'S REPORT/ADMINISTRATIVE COMMITTEE REPORT:
Commissioner Owens reported that she was very impressed and encouraged by the participation of many women of color in the Commission's tenth anniversary celebration on November 8, 1985, and urged all commissioners to follow up on this indication of the willingness of women of color to become involved in the Commission's work through soliciation of input from women of color on Commission policies and activities and recruitment of women of color to Commission committees.

She reported that the Administrative Committee had met on October 29, 1985, and that commissioners absent from that meeting were missed. A regular meeting day for the Committee was set for the third Thursday of each month from 5:30 P.M. to 7:30 P.M. in the State Building, Room 1200.

She announced and confirmed Committee appointments as follows:

Administrative Committee: Commissioner Owens, Chair;

Affirmative Action Committee: Commissioners Jackson and Ogden, Co-Chairs; Commissioners Huie, Owens, Sandlin, and Wiles, members;

Comparable Worth Committee: Commissioner Ogden, Chair; Commissioners Ramey and Schuman, members;

Community Resource Committee: Commissioner Wiles, Chair;

Domestic Violence Experts Panel: Commissioner Brecka, Chair;

Health Committee: Commissioner Sandlin, Chair;

Legislative Committee: Commissioner Martin, Chair;

Publicity Committee: Commissioner Driver, Chair;

Sexual Harassment Committee: Commissioner Huie, Chair; Commissioner Ramey, member;

Violence Against Women Committee: Commissioners Brecka and Jackson, Co-Chairs; Domestic Violence Subcommittee: Commissioner Brecka, Chair; Rape Awareness, Prevention and Education (R.A.P.E.) Coalition/Subcommittee: Commissioner Jackson, Chair.

She reported that the Administrative Committee had recommended that the Commission hold its annual retreat soon, and that the possibility of hiring a professional facilitator for the retreat through the Friends of the Commission be explored. Two alternative dates were set for (1) January 19, 1985, or (2) February 15, 1985. Ms. Hale agreed to research securing a facilitator and to confirm the final date with commissioners.

Commissioner Owens reminded commissioners that regular, annual nominations for Commission officers were scheduled for January 1986, with elections scheduled for February 1986.

VII. STAFF/CORRESPONDENCE REPORTS:

Ms. Hale reported that she had testified at the Board of Supervisors Finance Committee hearing regarding cuts to City departments' budgets.
She noted that the Board of Supervisors' Budget Analysts' recommendation to the Finance Committee regarding the Commission's budget had been to (1) to release the Board's reserve (hold) on General Fund monies to support the upgrade of the Commission's requested 2995 Affirmative Action Officer staff position to a 2996 Representative position; (2) to continue the reserve on General Fund monies to support a portion of the Commission's requested 2996 Representative staff position (intended to provide staff support for the Commission's adminstration of monies to domestic violence programs) pending a report from the Commission regarding workload increases (resulting in the position being made part-time in the interim, as the remaining funding for the position was supported through administrative monies received by the Commission through the Domestic Violence Program Fund); (3) to reduce the Commission's remaining budget by $36,900, the amount of funds expected to be unexpended due to delays in filling existing staff positions. She reported that her testimony indicated agreement with the Budget Analyst's recommendation, in consideration of the Board's request to all City departments to reduce current budgets by up to 5%. She noted that the Budget Analyst's recommendation would result in a total reduction of the Commission's budget by over 15%.

Ms. Hale also noted that she would soon begin preparations for the Commission's 1986-87 budget request, and asked commissioners to contact her with their input.

She noted that she had been appointed coordinator for both the Commission's and the Human Rights Commission's participation in the City Employees Combined Campaign, and would contact commissioners to solicit their support.

She reported that at Commissioner Owens' request, she had reported to the Administrative Committee at its meeting of October 29, 1985 regarding proposed staff assignments and staff workload priorities, and urged commissioners to contact her at any time with questions or suggestions regarding staff workload.

She reported that she had been contacted by Denis Yasukawa regarding proposed logos for the Commission, copies of which were enclosed in commissioners' meeting packets, and asked the commissioners' pleasure regarding the use of these logos by the Commission. Commissioners expressed their appreciation of Ms. Yasukawa's proposed contribution to the Commission, but declined addressing the issue of selecting a logo for the Commission for the present time.

Ms. Hale circulated a file containing incoming correspondence, and reported on the following correspondence received:

FROM: Civil Service Commission, copy of eligibles list for H2 Firefighter, including the names of nineteen female eligibles;

FROM: National Women's Conference Committee, registration materials for "Beyond Nairobi: A Working Conference for National, Regional, and Community Leaders," November 22-24, 1985, Kansas City, Missouri;

FROM: San Francisco Wages for Housework Campaign, flyer and cover letter regarding "Time Off For Women" day, October 24, 1985;

FROM: San Francisco Suicide Prevention, announcement of the "2nd Annual Seminar on Gay/Lesbian Suicide," January 25, 1985, San Francisco Women's Building;

FROM: The Seal Press, Mejor Sola, bilingual Spanish/English book to assist domestic violence victims;

FROM: Cortruvo & Associates, Inc., publicity packet for "Strategies for Success: Bay Area Conference for Women" (career conference), January 10-11, 1986;

VIII. OTHER BUSINESS:
Commissioner Ramey noted that she planned to resign from the Human Rights Commission's MBE/WBE Advisory Committee, and suggested that Commissioner Jackson be recommended by the Commission to replace her. There were no objections.

X. ADJOURNMENT:
The meeting was adjourned at 7:45 P.M.

Respectfully submitted,

Jacquie Hale
Coordinator

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(ity and County of San Francisco Commission on the Status of Women

AGENDA

Special Commission Meeting
State Building, Room 1200
350 McAllister Street

Thursday, December 19, 1985
5:30 P.M.

I. ROLL CALL/CALL TO ORDER

II. REQUEST FOR SUPPORT FROM SAGE BERGSTROM, CITY COLLEGE OF SAN FRANCISCO, WOMEN'S RE-ENTRY TO EDUCATION PROGRAM

III. REQUEST FOR COPY OF COSW MAILING LIST FROM MYRA VAN AERTS, LEGAL ASSISTANCE TO THE ELDERLY TO PUBLICIZE SEMINAR ON PLANNING FOR RETIREMENT, ETC. FOR WOMEN

IV. REQUEST FOR INPUT FROM STEVE HAMILTON, CALIFORNIA DEPARTMENT OF SOCIAL SERVICES, RE: WORKFARE PLANNING AND IMPLEMENTATION

V. ADJOURNMENT

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CITY AND COUNTY OF SAN FRANCISCO
COMMISSION ON THE STATUS OF WOMEN
1095 MARKET STREET, ROOM 409
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M I N U T E S

Special Commission Meeting
State Building, Room 1200
350 McAllister Street

December 19, 1985
5:30 P.M.

I. CALL TO ORDER/ROLL CALL:
At the request of the chair Commissioner Juanita Owens, Commissioner Judith Brecka called the meeting to order.

COMMISSIONERS PRESENT: Brecka, Driver, Jackson, Ogden, Sandlin, Wiles

COMMISSIONERS ABSENT: Huie, Martin, Owens, Ramey, Schuman

STAFF PRESENT: Jacquie Hale, Coordinator

OTHERS PRESENT: Rachel Karp, S.F. Police Department

Ms. Hale noted copies of summaries of presentations made to commissioners on December 10, 1985 sent to commissioners previously for use in considering the meeting's agenda items.

II. REQUEST FOR SUPPORT FROM SAGE BERGSTROM, CITY COLLEGE OF SAN FRANCISCO, WOMEN'S RE-ENTRY TO EDUCATION PROGRAM:
Ms. Bergstrom distributed background materials to commissioners on December 10, 1985, and noted that the WREP Program had been effectively disbanded, its five staffmembers were reassigned, and its worksite reassigned to another program. Ms. Bergstrom was re-hired as a part-time faculty member on October 16, 1985, and is attempting to obtain support for the reinstatement of WREP as a full-time program. The only other women's program at City College is the Women's Studies Department.

M/S/C Ogden/Driver that the Commission send a letter of support for the Women's Re-entry to Education Program to the president of City College and inquiring as to why the Program was abruptly cut back and requesting a response before the January 14, 1985 Commission meeting, as well as to provide further support to the Program as appropriate.

III. REQUEST FOR COPY OF COSW MAILING LIST FROM MYRA VAN AERTS, LEGAL ASSISTANCE TO THE ELDERLY TO PUBLICIZE SEMINAR ON PLANNING FOR RETIREMENT, ETC. FOR WOMEN:
Ms. Van Aerts asked for a copy of the COSW's mailing list on December 10, 1985, to help publicize two one-day seminars on issues affecting older women targeted at younger women. The seminars will be held on February 1, 1986 and March 1, 1986 at the Community Colleges administration building auditorium, and will be free of charge. The seminars are sponsored by the Women's Resource Center and Legal Assistance to the Elderly.

Speakers and topics to be covered include: Dr. Sadja Greenwood on keeping well; Joy Morlitz on age discrimination; Martha Waddell on financial planning; and speakers from Legal Assistance to the Elderly on health care and health insurance planning, avoiding catastrophes, and other subjects. No childcare

or translation services will be provided, as this is basically a pilot program; if it is successful, organizers may plan to make provisions for such services in the future.

M/S/C Sandlin/Jackson to provide a copy of the Commission's mailing list to Legal Assistance to the Elderly for use in publicizing its seminar on women's retirement issues on February 1, 1986 and March 1, 1986.

IV. REQUEST FOR COPY OF COSW MAILING LIST FROM ALICE SLATER, MULTIPLE SCLEROSIS SOCIETY, TO PUBLICIZE ANNIVERSARY BENEFIT PARTY:

Ms. Slater described her own struggle with multiple sclerosis to commissioners on December 10, 1985, and announced a benefit party to celebrate the third anniversary of her remission on January 25, 1985, from 8:00 P.M. to 1:00 A.M. at the Lake Merced Boathouse. She noted that her goal was for 100% of the proceeds from the party to be donated to the Multiple Sclerosis Society, and requested support and a copy of the COSW mailing list to help publicize it. It was the consensus of commissioners present to provide the list.

M/S/C Jackson/Sandlin to provide a copy of the Commission's mailing list to Alice Slater on behalf of the Multiple Sclerosis Society for use in publicizing a benefit to celebrate her third anniversary of remission on January 25, 1985.

V. REQUEST FOR INPUT FROM STEVE HAMILTON, CALIFORNIA DEPARTMENT OF SOCIAL SERVICES, RE: WORKFARE PLANNING AND IMPLEMENTATION:

Mr. Hamilton spoke at length to commissioners on December 10, 1985 on planning and implementation for workfare, a new system of administered the Aid to Families with Dependent Children (AFDC) program, which among other features, would require AFDC recipients to participate in employment training and/or find employment within specified periods of time, would provide childcare for recipients for up to three months, would provide for a grievance and arbitration process, and would enable counties to contract for required services with local community organizations.

Mr. Hamilton's presentation was part of the State DSS's outreach efforts to gather input on the two-year planning phase of the workfare implementation program, during which time counties must design their local implementation program, which may be "phased in" over the following two years.

M/S/C Sandlin/Driver to establish an ad hoc committee composed of Commissioners Gladys Sandlin as chair and Commissioner Carletta Jackson as member to study the workfare program/G.A.I.N. and report back with suggested input to be made, if any, to the program.

VI. ADJOURNMENT:

The meeting was adjourned at 6:30 P.M.

Respectfully submitted,

Jacquie Hale
Coordinator

/jh